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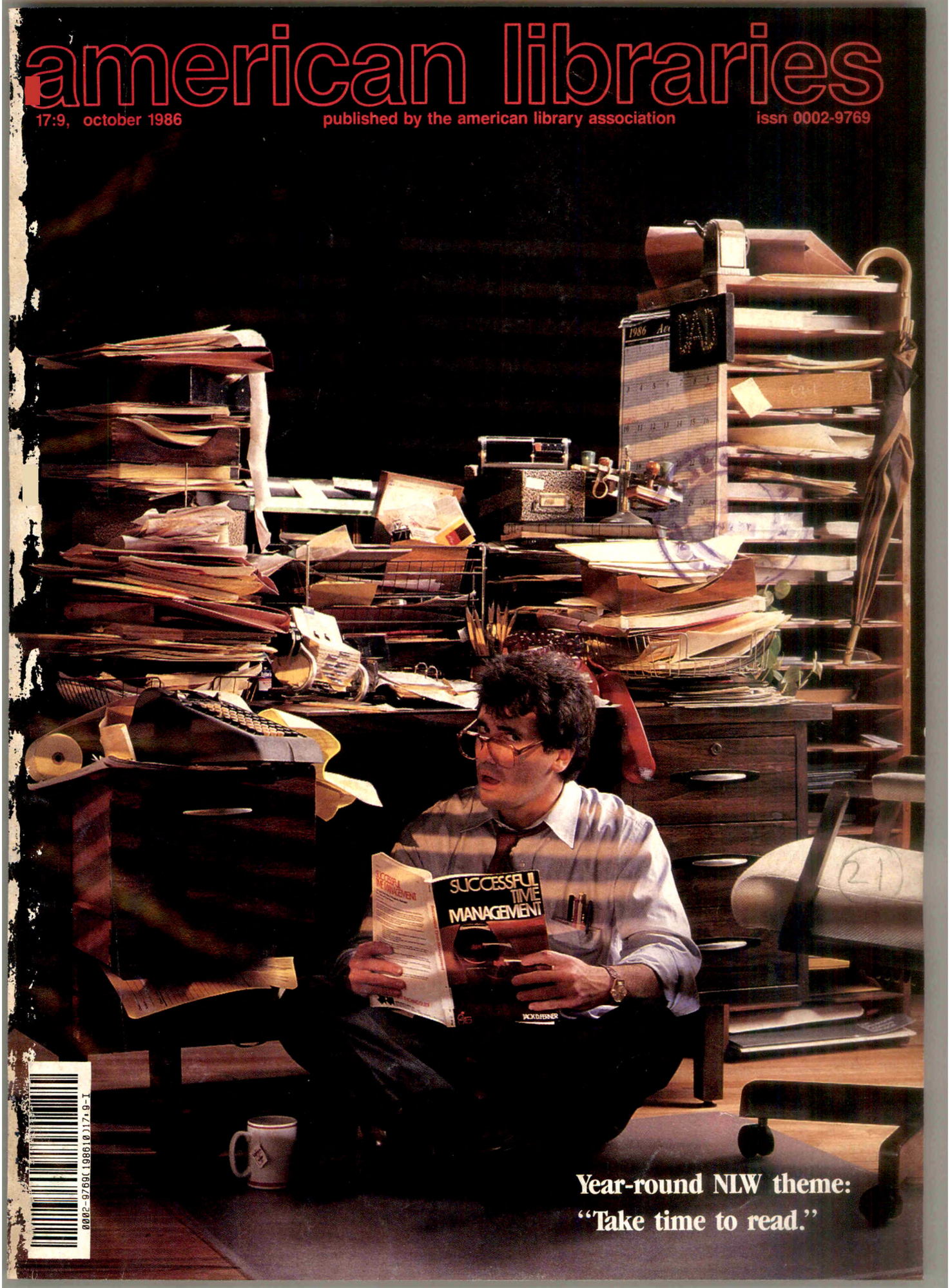

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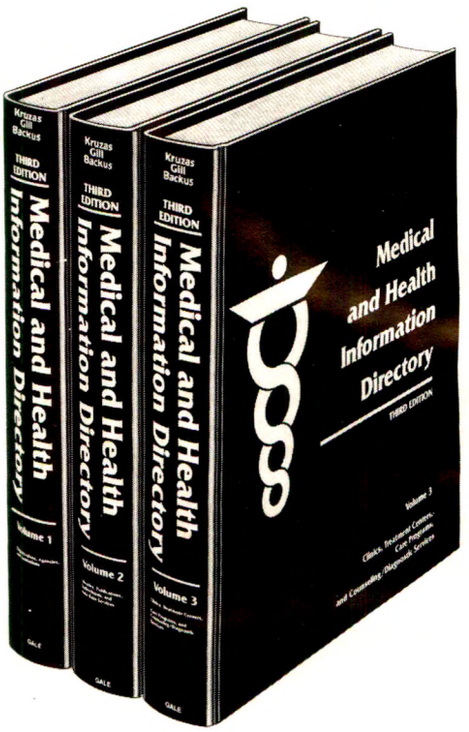

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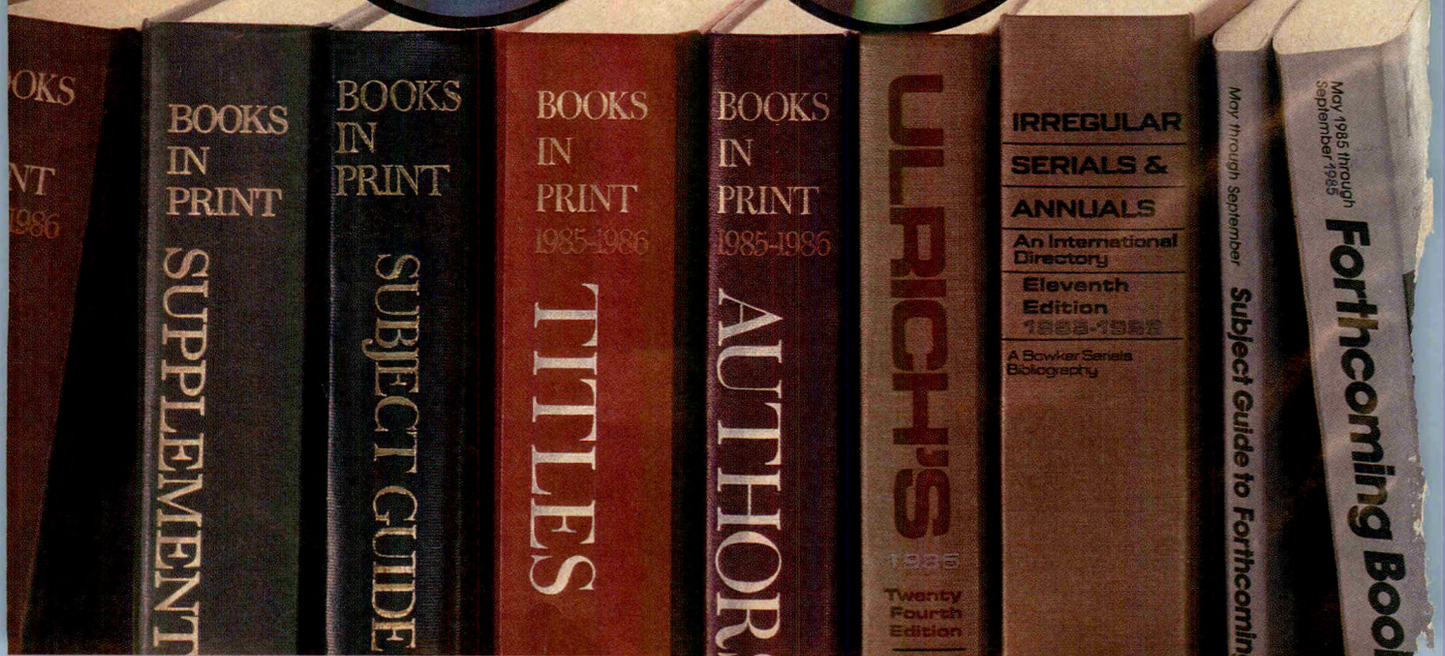

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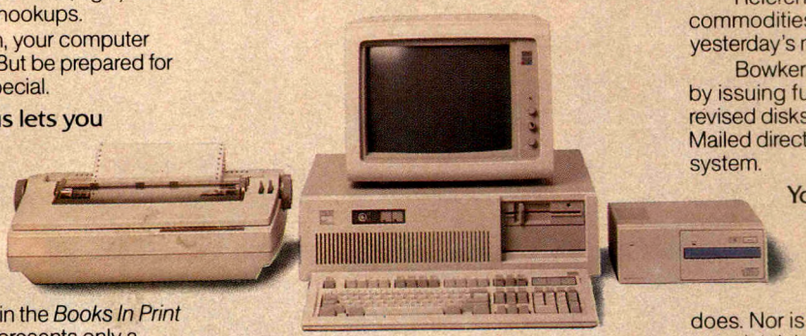

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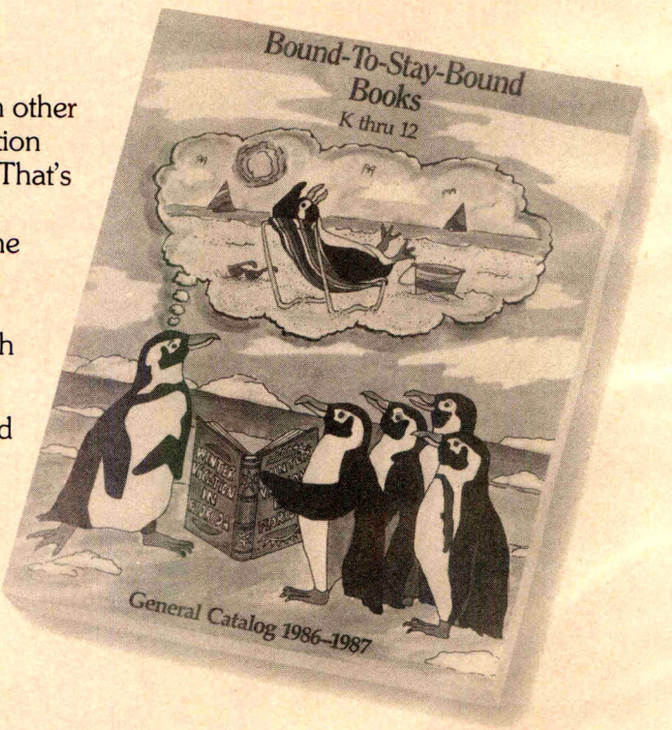

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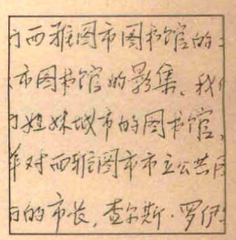

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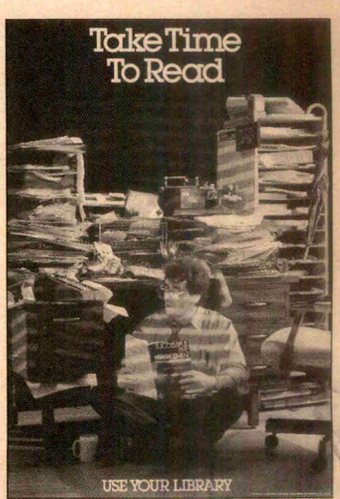

Cover. "Take Time to Read" is the theme for a set of four new posters celebrating National Library Week 1987 and the Year of the Reader. The posters, published by ALA Graphics, show people taking time to read at home, in the office—and in the locker room. See the November *American Libraries* for a preview of more 1987 promotional materials, including new celebrity posters, bookmarks, and posters celebrating the librarian, and a reading program kit. For a full-color catalog of 1987 graphics, send request on a postcard to ALA Graphics, Public Information Office at Headquarters. (Design: James Lienhart; Photo: Terry Shapiro).

member alert

6,222 new ALAers. Membership scored a new record when Association computers recorded a total of 43,397 at the end of the 1986 fiscal year Aug. 31. On the same date last year the figure was 42,017. ALA attracted 5,825 new personal members and 397 new organizational members in 1986. Some 65 percent of all members joined divisions. For the complete statistics, send a self-addressed, stamped envelope to Administrative Services, ALA, 50 E. Huron St., Chicago, IL 60611.

Info to improve mailings. Included with your 1987 membership renewal notice is a form requesting information for the database being set up as part of ALA's new computer system. By including info such as membership dates in divisions, division sections, and round tables, committee assignments, awards received, and conferences attended in a single record, the database will improve communications and mailings throughout the Association. Information forms may be returned separately or with the renewal notice.

Cost-finding workshop in Atlanta. Library managers may still register for "Cost Finding for Public Libraries," the Oct. 14–15 workshop in Atlanta sponsored by the Public Library Association and the Southeastern Library Association. For details on the Atlanta workshop or others scheduled in Chicago, San Francisco, and San Antonio, call PLA at Headquarters on the toll-free line, 1-800-545-2444.

Tune in on *The Africans* Oct. 7 (*AL*, July/August, page 536A-D). The nine-part PBS series hit the headlines in September when NEH chair Lynne V. Cheney called the show an unbalanced anti-Western diatribe. PBS says it presents an African's view of Africa. For your copy of the ALA information packet mailed to some 14,000 libraries in July, contact the Public Information Office.

Affirmative action resource. Library administrators will find information on minorities and women in specific occupational groups to help them develop affirmative action plans in a new Office for Library Personnel Resources study, *Academic and Public Librarians: Data by Race, Ethnicity, and Sex*, 28 pages, $4 from OLPR at ALA Headquarters.

Financial blueprint coming up. The fall meeting of the Executive Board convenes Oct. 29–30 at Headquarters, preceded by the Committee on Program Evaluation and Review session. On both agendas is Executive Director Thomas Galvin's three-year ALA business plan, scheduled to go to Council at Midwinter Meeting Jan. 17–22.

Division Leadership Program I a hit. Sept. 12-13, the 11 ALA division vice presidents and executive directors met at Headquarters with ALA department heads and Executive Director Tom Galvin to discuss their roles and responsibilities and coordinate their efforts to improve services. Reactions to the pilot program were thumbs up, with calls for more next year.

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the editor's page one

Info-smoke gets in your eyes

THE ITEMS CROSSING AN EDITOR'S DESK are many and diverse. In front of me I have a press release touting a Rosco fog/smoke-making machine. A cloud of speculation rises: Why should libraries need such a device? To test alarms? Smoke out winos? Create special effects for special libraries? Hide something?

No, we can do what we must without visible smoke—especially hide things. When we need to obscure such shameful library activities as, say, children's services or rare-book collecting, we fog up the air with good old *Info-Smoke.*

Info-Smoke is the screen behind which any number of enterprises hide themselves these days, because Information is the world's hottest commodity and makes people and governments part with money in a way that pre-Information enterprises never did. Info-Smoke is a volatile essence that seems to permeate all matter and energy. Who *isn't* in the information business?

I've said it before in this column: The boundaries of libraries and librarianship encompass information, not the other way around. As a whole, libraries are greater than information: they are culture, record, spirit, education, knowledge, joy, transport, quest—ahh, you know; you've heard it all.

So it always grieves me when we hide what should be a majestic *library* identity behind a puff of Info-Smoke in order to grab a piece of the action—funds, students, patrons, corporate power, whatever. In the current environment—one of history's sillier moments in which form or "packaging" blows away content—libraries must sometimes package themselves as a lesser "commodity" for their very survival. I understand it. I don't like it.

I UNDERSTAND, BUT I DON'T LIKE a second item before me on my desk. It's an announcement that the School of Information and Library Science, State University of New York at Albany, has changed its name to the School of Information Science and Policy—the third ALA-accredited program in the U.S. to drop "library" from its name.

Almost a century ago, Melvil Dewey brought the nation's first library school into Albany, N.Y., where it established a worldwide reputation for down-to-earth library education. The program that supplanted it in 1926 became the SUNY/Albany School of Library and Information Science.

I congratulate this program today for stretching its bounds and becoming part of the university's College of Public Affairs and Policy. (The story is covered in our news section.) But I can't help thinking that Info-Smoke got in someone's eyes when the term "library" was abandoned. After all, the school "will continue to improve its curricula for general, special, and school librarianship" and even include training for archivists. Can that curricula be contained within the vaporous concept of "information"?

Also in this issue is Edward Holley's fine article, "Does Library Education *Have* a Future?" Yes, he concludes, it decidedly does. I hope, for the sake of the schools kissing off their library identification, that information education has one as well.

—Art Plotnik

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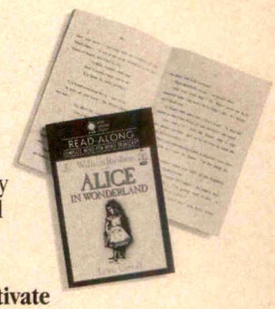

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in the news

Second major arson at LAPL deepens whodunit mystery

At closing time on Wednesday, Sept. 3, some 150 staff, five security guards, and ten security trainees occupied the Los Angeles Public Library's Central Library Building—a structure closed to the public and still reeking of the April 29 arsonist's blaze that damaged 1.7 million books and caused $16 million in losses (*AL*, June, p. 384). A few minutes after six, with staff signed out, the building was cleared and a security "sweep" completed.

Just a few minutes later, an arsonist lit a fire in the art and music reading room that destroyed about half the library's distinguished music collection—some 27,000 volumes—before firefighters extinguished the blaze at 6:53 p.m.

Who managed to break through security to set the fire, which also caused about $150,000 in structural damage? Was it the arsonist of April 29? Was it an "inside" job? And what will happen next?

Described as "baffled and distraught" by an LAPL spokesperson, the library community is wrestling with these questions while trying to cope with the burdens of salvaging, moving, and providing temporary services.

Library and other city officials stress that they are "pointing no fingers"; the L.A. Fire Dept., investigating both fires, said the search for the April 29 arsonist had turned cold, but that all available data on both fires would be compared.

Questioned about an "inside" possibility, LAPL Director Wyman Jones told the *Los Angeles Times*, "I just find it hard to believe that it would be a staff member.... I can't believe anyone who sees the sweat and hard years it takes to put together even a modest collection could do something like this. Librarians are librarians because they believe in the importance of education and an enlightened society."

The fire destroyed the library's circulating music collection, said to be the largest in the West, but spared LAPL's prized collection of orchestral scores, which had been moved to another part of the building.

The Central Library, directed by Elizabeth Gay, is preparing to move to temporary quarters in a refurbished former department store. Public services will be reestablished in spring 1987. The Central Library renovation is expected to be completed in five years.

SUNY/Albany library school to stress information policy

In July the State University of New York/Albany School of Information and Library Science changed its name to the School of Information Science and Policy. Among the 53 U.S. library schools with ALA-accredited programs, Syracuse and Drexel have dropped the word "library" in favor of "information studies," but only Albany has zeroed in on "information policy."

According to SUNY/Albany Dean Richard S. Halsey, the name change reflects the school's new position within the university's Nelson A. Rockefeller College of Public Affairs and Policy, which also includes graduate schools of criminal justice, social welfare, and public affairs.

Halsey plans to initiate a master of science program dealing with information systems, management, and policy, as well as a beefed-up model MLS program. Revised specializations will be started in records management and archives, information systems development and management, and information policy.

The records management curriculum is being designed in consultation with the New York State Archives staff and the information policy specialization will be developed with other Rockefeller College faculty members and state government experts. Courses will emphasize intellectual property rights, government information policy, transborder flow protocols, constitutional concerns, and confidentiality. Halsey says many of these topics are now studied in the school's current courses. Beginning in 1989, Halsey hopes to launch an interdisciplinary doctoral program.

Halsey believes the master's programs will have to extend beyond the current 36-hour requirement. "You can't teach students all they need to know now in less than two years," he told *AL*. He says the school's alumni are not put off by losing the library title; he himself is pleased and confident. "We'll never be cannibalized by another unit," he said.

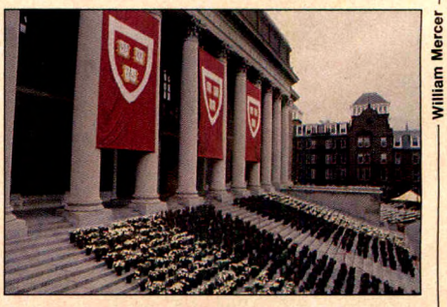
New volley of charges hits Chicago's library plan

Plans to convert a vacant building in Chicago's Loop into a new central library, already opposed by city council members and the *Chicago Sun-Times* (*AL*, April, p. 228–232) recently met with additional resistance from politicians and civic leaders. Meanwhile, new charges have created further obstacles in the 65-year-old quest for a new central library.

In recent months the *Sun-Times* has cam-

Harvard libraries celebrate University's 350th

At a Sept. 5 symposium celebrating Harvard's 350th birthday are Oscar Handlin (l.) and Douglas Bryant, former librarians of the university, Frederick W. Ratcliffe, Cambridge University librarian, and Sidney Verba, Harvard's current university librarian. The libraries of Harvard (Widener shown below) and Radcliffe joined the 350th's festivities.



William Mercer

paigned against the building, which formerly housed Goldblatt's department store, saying it contains hazardous asbestos that must be removed at a cost that could exceed $1 million; that pillars in the building limit available space for bookstacks and forced planners to lay out aisles that are too narrow to meet state laws on wheelchair access; that the 75-year-old sprinkler system may be inoperative; and that structural tests to determine the strength of the floors were not thorough enough.

City officials now estimate the cost of the renovation to be $106 million, not including the expense of removing the asbestos. Illinois Governor James Thompson vetoed $5 million in state funds earmarked for the project after Library Board President Cannutte Russell said the money would be applied to cost overruns rather than the basic expense of the project.

The Goldblatt building was purchased by the city for $10 million in 1982 under former Mayor Jane Byrne. Byrne, who has announced that she will challenge Mayor Harold Washington's reelection next year, now says that the city should give "serious consideration" to scrapping the plan due to deterioration of the building and changed economic conditions. Washington recently expressed his support of the plan, saying he would abandon the site only if newly ordered tests reveal structural problems.

The campaign against the renovation is being led by the Union League Club, a private organization that released a study last year concluding that the site "can never be more than a second-class library facility." The group also believes that the building will cost more to heat, cool, and maintain than a new building.

On the August 11 op-ed page of the *Chicago Tribune*, Library Commissioner John Duff criticized opponents of the plan, accusing them of conducting "a campaign intended to inflame and distort public opinion against the Central Library project." Duff wrote that when he assumed his position in January, "I learned that hundreds of professional librarians in the Chicago area had enthusiastically approved this project. As one of them put it, this will be the first major library building built primarily from specifications provided by librarians rather than architects. It will be a librarian's library. . . ."

On September 8 the City Council approved a bond issue for $125 million that could be spent either to renovate the Goldblatt building or to construct a new building on another site.

—*G.F.*

Asbestos fallout forces Santa Monica PL to close

"Any library operating in a building built 20 to 30 years ago ought to wonder about asbestos," Santa Monica (Calif.) Public Library Director Carol A. Aronoff warned Sept. 9. "Some buildings have asbestos in their pipelining. We had it there and in our shot-on acoustic ceilings," she said. "The newspapers called it a ticking time bomb."

Aronoff was speaking from a Santa Monica Municipal Airport administration building, where she and 20 staff members had just set up headquarters for the next year. Other main library staff were assigned to the three branches. The public catalog is at the airport; the collection is split in several locations.

Aronoff and her staff had lived with the "time bomb" since late 1983. The asbestos consultants had recommended constant monitoring, but advised no immediate danger; so city officials proceeded to debate library relocation vs. renovation costs.

Santa Monica citizens didn't want their library moved. The staff, worried about the asbestos risk, wanted out. Cleanup workers filed a grievance; they had to use special procedures and equipment to sweep up the bits of falling ceiling and undergo frequent medical exams.

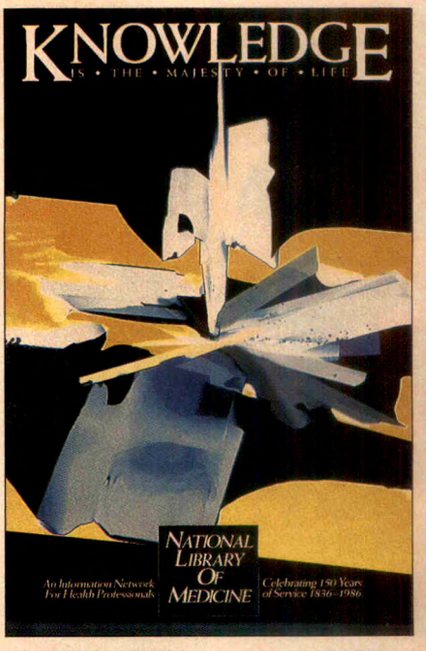
Modest remodeling scheduled

Last April the city council finally opted for a modest remodeling and ordered the library to close Sept. 1. The ceiling will be removed and redesigned, a new roof installed, and minor space-saving modifications made. The cost of the entire project, including the moves, is estimated at $2.5 million.

All 45 regular employees were retained, Aronoff said, but the move devastated the part-time staff. All but 15 of the 45 part-timers were laid off.

Currently, Santa Monica PL children's librarians are providing library enrichment in the schools 20 hours a week, since school librarians' posts are no longer budgeted. Some 2,000 selected books are stored at the airport and will be transferred to the branches to meet class assignments. At one branch, reference librarians provide walk-in and telephone service and some periodicals; other branches house the video and Spanish-language materials. Volunteers are working to maintain some service to shut-ins.

"We hope to resume full service in our remodeled main library next September," Aronoff said.



150th birthday gala for NLM

Two days of special events Sept. 16–17 in Bethesda, Md., highlighted the Sesquicentennial celebrations of the National Library of Medicine, established in 1836 as the Library of the Army Surgeon General's Office. Today, directed by Donald Lindberg, M.D., NLM is the world's largest medical research library, with more than 3.5 million items and rare materials dating to the 11th century. Its electronic access and delivery systems are models for the library world; in 1985 NLM provided some 4 million computerized searches.

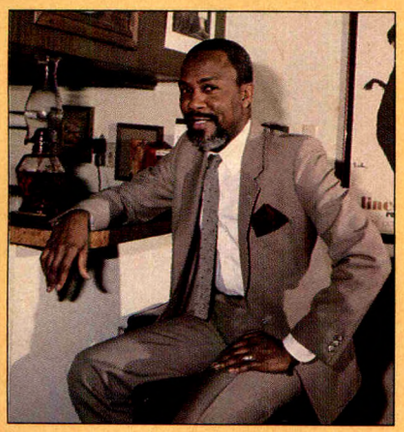
Among publicity materials for the Sesquicentennial is the 16-by-24-inch poster above, a polarized crystal magnification (865×). While supplies last, NLM will send a free copy to *AL* readers who provide a gummed return-address label. Send the request and label to Office of Inquiries, ATTN: Knowledge Poster, National Library of Medicine, Bethesda, MD 20894.

Blind people and ALA win in braille *Playboy* decision

When Librarian of Congress Daniel Boorstin reluctantly eliminated the braille edition of *Playboy* last year, his action was unconstitutional, a federal judge ruled Aug. 28.

The American Council of the Blind, the American Library Association, and other plaintiffs had joined Playboy Enterprises, Inc., in filing a 25-page complaint asking Boorstin to continue producing the edition (*AL*, Jan., p. 6). In a bench opinion, Judge Thomas F. Hogan ruled that Boorstin's decision to cancel *Playboy* was viewpoint-oriented, not viewpoint-neutral. Hogan said the Boorstin had overruled his staff's

IMAGE: How they're seeing us



Benson, noted as achieving & eligible.

AMONG ELIGIBLE BACHELORS FOR 1986 featured in the June *Ebony* was J. Arthur Benson, 38, a documents librarian for the Los Angeles County Public Library.

The editors describe their picks as "achievers who know what they want out of life." They are also characterized as discriminating, and they earn, on the average, $40,000. Under Benson's photo the caption reads: "He likes to collect wine, old records, and does calligraphy." Thanks to Vanderbilt University documents librarian Linda Williamson for this find.

NATIONAL DEPARTMENT STORE chain J.C. Penney launched an ad campaign Sept. 10 on all three major TV networks that features a librarian modeling attractive professional clothing. The "librarian" is a professional actress, according to Joe Chickoskie, Penney's national advertising projects manager. He told *AL* the series of ads represents the firm's "fall fashion event."

The two versions of the message—one highlighting menswear; the other, women's—were shot in a library somewhere on Long Island. The ad shows a young law student looking at a photo of an attractive young woman and reminiscing about how they met. A flashback shows him going to the library several times. There he focuses on the same woman, a librarian. He sees her in different clothing on each visit, and every time she impresses him anew. At the end of the sequence, she walks out of the library and waits for him.

In the men's fashion version, the librarian reminisces as she looks at a photo of the law student. The TV viewer sees the student in the library on different occasions, distracted by an unseen person who has caught his eye.

Chickoskie said, "We feel the librarian storyline creates a fashionable image for the J.C. Penney Company."—*E.McC.*

recommendations to make the magazine available "because he understood the sense of Congress was to eliminate *Playboy* and he viewed that as a type of censorship."

Judge Hogan asked attorneys to recommend action. Legal assistant Lynn Abbott of the American Council of the Blind told *AL* in mid-September that the plaintiffs believe the braille edition of *Playboy* will again be available through LC's National Library Service for the Blind and Physically Handicapped beginning in January. She also hopes that the 1986 issues will be recorded retrospectively for LC's Talking Books program.

NEH offers $500 "Bookshelf" grant to up to 1,000 libraries

As part of its Constitutional Bicentennial activities, the National Endowment for the Humanities is offering matching grants of $500 to public libraries in the United States to help them establish a key collection of books on the U.S. Constitution.

The Endowment has committed over $500,000 in matching funds to support a "Bicentennial Bookshelf" project. Public libraries that raise $500 will be eligible to receive an additional $500 from NEH. Up to one thousand libraries, particularly those with limited acquisition budgets, will receive the grant. With the $1,000, libraries can purchase new titles, soon-to-be published titles, and titles currently in print.

A suggested "Bookshelf" is based on four newly revised and issued books recommended by Constitutional scholars: *The Constitution of the United States of America: Interpretation and Analysis*, by the Congressional Research Service of the Library of Congress (GPO); *The Records of the Federal Convention of 1787*, edited by Max Farrand (Yale); *The Founders' Constitution*, edited by Philip B. Kurland and Ralph Lerner (University of Chicago); and *The Encyclopedia of the American Constitution*, edited by Leonard Levy (Macmillan).

In addition, the Endowment has prepared a list of 26 recommended titles to complement the core books. Some of the books included on the list are: *The Federalist*, edited by Jacob E. Cooke; *The Miracle at Philadelphia*, by Catherine Bowen; *The Political Writings of John Adams: Representative Selections*, edited by George A. Peek, Jr.; and *The Life of John Marshall*, by Albert J. Beveridge.

The deadline for a bookshelf grant is Dec. 15. Libraries interested in applying should write to the Public Information Office, NEH, 1100 Pennsylvania Ave. NW, Washington, DC 20506, or call (202) 786-0438.

The grant program ties in with the bicentennial celebration of the Constitution that begins in 1987. NEH Chair Lynne V. Cheney expects the grants to help increase the availability of good historical sources in local libraries.

Cheney, a member of the Commission on the Bicentennial of the United States Constitution, marked the grant announcement by giving copies of several recommended titles to Chief Justice of the United States Warren Burger, who chairs the Bicentennial Commission.

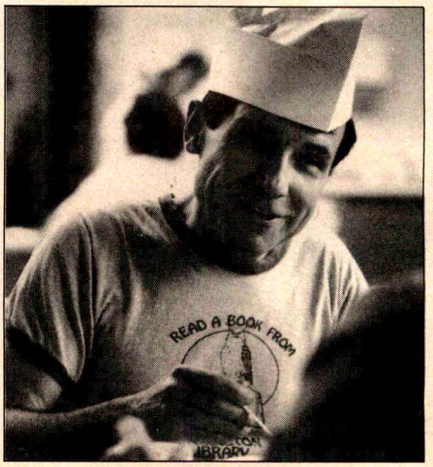
Michigan trustee scoots west to bring library "bacon" home

Bad weather, shrinking pocket money, and the absence of his traveling companion has delayed but not stopped Kensington Community Library Board President Don Bacon from completing his 3,000-mile fundraising motorscooter trek from his home base of Grand Rapids, Mich., to Portland, Ore.

A library zealot and community activist, Bacon is a hard worker whose jobs have taken him from a Wyoming oil field to a Michigan restaurant.

Last heard from (at press time) an hour shy of the Nebraska-Wyoming border, Bacon set out Aug. 23 with daughter Dawn, 15, hoping to raise $60,000 in per-mile pledges for the community-funded and staffed neighborhood library he helped found in 1981.

The father-daughter team had planned to fly home Sept. 7, in time for Dawn to begin the school year. But Sept. 6 found Dawn boarding a return flight in Omaha instead. Their projected pace had been



Grand Rapids Press/Paul Shirley

Don Bacon

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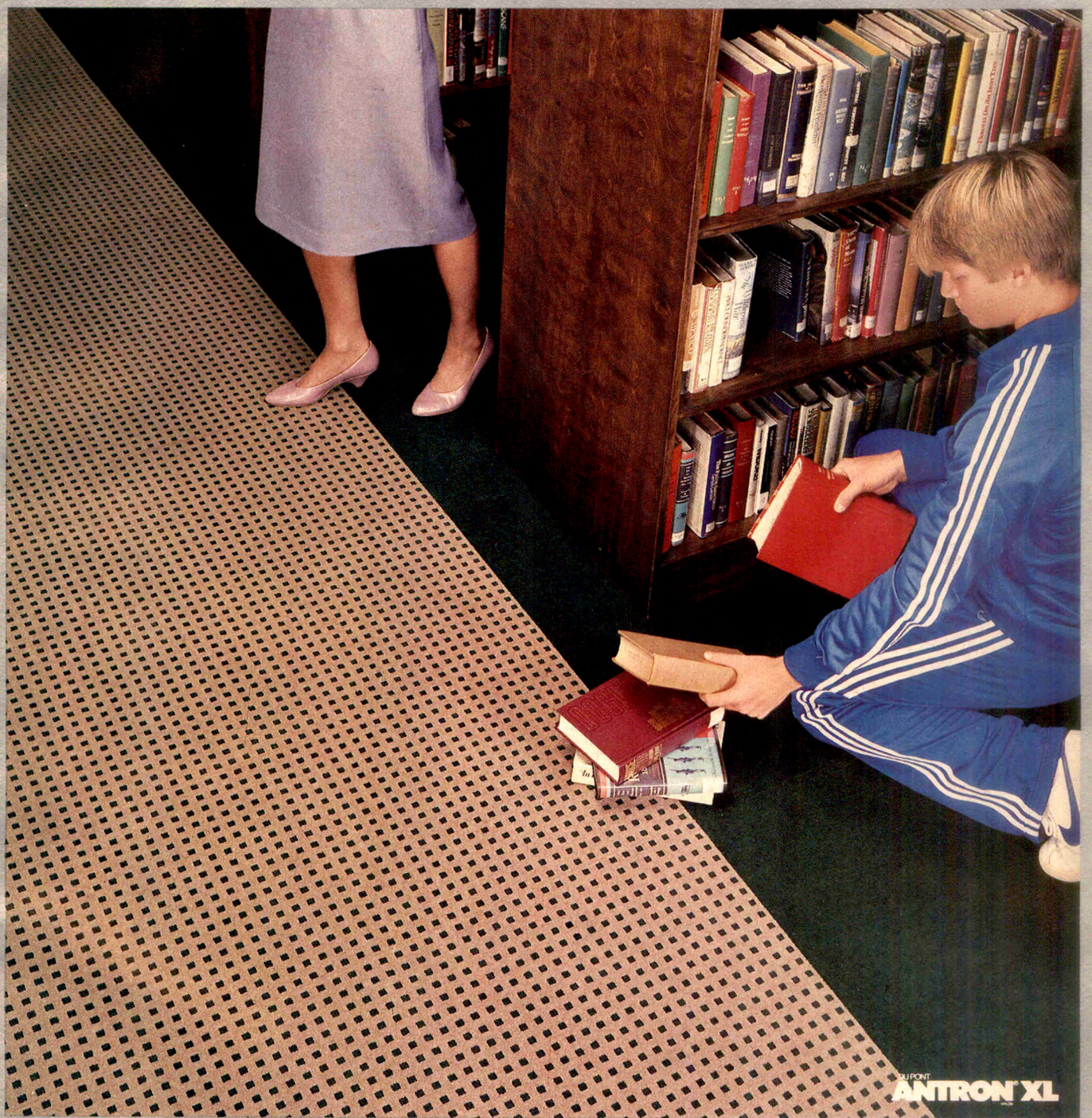

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slowed not only by mishaps such as Dawn's fall from her scooter and a punctured tire, but by unscheduled V.I.P. tours they received from enthusiastic librarians who opened their library doors to them at all hours.

Waiting for the redoubtable trustee in Portland is Jan Thenell, coordinator of public relations for Multnomah County Library. She told *AL* that Bacon was especially interested in MCL's ethnic collections as models for a Hispanic program he wants to launch.

What Bacon also wants is branch status for Kensington in the Grand Rapids Public Library system. But city budget restraints have tied director Robert Raz's hands since 1981. Main library hours have been cut back, bookmobile service has been halted, and, despite grassroots pressure for more neighborhood sites, only one new branch has opened in recent years.

Undaunted, Bacon is fueled by his warm reception, media interest, and by President Reagan's recent telegram praising his initiative. Bacon answered the telegram from the road—with a postcard of Reagan's hometown library in Dixon, Ill. —*B.G.*

(News continued on p. 664.)

"J.R." donates Stetson for hometown library

Larry Hagman auctioned off the famous 10-gallon Stetson he wears as J.R. Ewing of "Dallas" to help raise funds to expand the 10-year-old Weatherford (Tex.) Public Library. He appeared as guest of honor to help Weatherford Library Foundation President Robert Penny, left, and his wife Billye, center, raise $94,000 from the auction. More than 200 donated items were offered during a Garden Gala June 22 in Fort Worth. The library serves all of Parker County. Plans for the expansion were done by Jackson & Ayers of Fort Worth.

Japanese feminist uses ALA techniques to advance women's status in libraries

by Margaret Myers, director
Office for Library Personnel Resources

Assistant Professor Yoko Taguchi, founder of the Japanese Feminist Librarians' Network (FLINT) and former editor of its newsletter, recently returned to Kyoto Seika College after a year's sabbatical in the United States. As a special student at Indiana University School of Library and Information Science, Taguchi took courses in women's studies and library science, traveled to the ALA conferences, spent a month at ALA Headquarters reviewing materials on the status of women in librarianship, and visited libraries and museums in the San Francisco area.

Taguchi reports that in Japan women librarians comprise slightly over 50 percent of the profession, yet direct only approximately three percent of the academic and public libraries. She feels Japan is about 20 years behind the U.S. in addressing status of women issues in libraries. More hard data to document discrepancies in male and female position levels and salaries is needed, so Taguchi reviewed methodology of U.S. studies as background for possible research in Japan. She also studied the structure of women's activities within ALA by reviewing minutes and newsletters from groups including the ALA Committee on the Status of Women in Librarianship and the Social Responsibilities Round Table Feminist Task Force.

Cynthia Johanson

Yoko Taguchi

Taguchi and her colleagues formed FLINT after a 1982 survey of librarian salaries by a local chapter of Japanese special librarians showed that women's salaries were not as high as expected. FLINT holds five meetings a year and serves an educational and support role for feminist librarians. The Japan Library Association has no special interest group on women's issues, but the association plans to publish several articles on women in librarianship written by members of FLINT later in 1986.

After graduating from college with an English major and working in a corporation, Taguchi began to study for a library science certificate. She discovered that most of the instructional materials were translated from American librarianship, so she decided to experience the professional training first-hand. She came to the U.S. in 1971–73 to complete the MLS at Indiana University library school.

Through friends in the Japanese women's movement, she became involved in feminist issues and attempted to address them in her own field. As a teacher of English and library science (primarily cataloging and reference) at Kyoto Seika College, Taguchi tries to introduce women's issues in her classroom. She showed the slide-tape *Women as an Underserved Population,* prepared by the ALA Committee on the Status of Women in Librarianship, and has translated such articles as Patricia Schuman's "Women, Power and Libraries" (*Library Journal,* Jan. 1984, p. 42–47) for Japanese library literature.

Taguchi hopes to interest her FLINT colleagues in attending the 1988 IFLA conference in Sydney, Australia, where the Status of Women in Librarianship Special Interest Group of the Library Association of Australia (LAA) is planning an all-day forum on international women in libraries as a pre-conference seminar Sept. 27, 1988.

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In the News

Conn. state library/museum shaken in Colt gun exchange

An allegedly mishandled trade of more than 300 antique guns from the internationally known Colt collection at the Connecticut State Library's museum component in Hartford touched off a recent nine-month state investigation, closed-door meetings, and national newspaper headlines. One editorial (*Hartford Courant*) described the library's loss on the trade as an "outrage."

So far Museum Director David White, who was terminated Sept. 4 for "misconduct and neglect of duty," and his superior in the library, Arlene Bielefield, who announced her resignation Sept. 3 (effective Oct. 31), have been the chief victims of the uproar. Several others, however, have also been called on the carpet or at least embarrassed.

Suzanne LeBarron, interim state librarian, took the disciplinary actions following a governor's press conference on Aug. 7. Gov. William O'Neill called the conference to reveal the results of a state police investigation of several gun trades made by the museum between 1977 and 1984. White authorized the trades without obtaining the library board's permission.

A 1977 state statute requires library board approval for sale or trade of any museum item. White claimed, however, according to stories in the *Hartford Courant,* to have obtained permission from then library director Charles Funk for the most contentious trade in 1980. Funk told the *Courant* he recalled approving "several sales" but didn't remember specifics. All trades were engineered by R.L. ("Larry") Wilson of Lyme, Conn., a respected gun collector who volunteered his services to the museum.

Of the five trades under dispute, the 1980 trade has been the most controversial since the museum exchanged 290 firearms from the Colt collection with a Tennessee dealer for seven guns and a cane. State police maintain appraisers valued the guns at between $1.3 million and $2.1 million,

Quick Bibs: New and recent books on a timely topic

by Bill Ott

Life behind a Camera

PHOTOGRAPHERS' LIVES MAKE GOOD biographies. Unlike writers, whose craft is essentially undramatic, most photographers need to go places and do things to get their pictures. The recent publication of Vicki Goldberg's *Margaret Bourke-White* is the latest in a superb run of photographer biographies to appear in the last two or three years. The success of many of these books indicates that their appeal extends well beyond photo buffs.

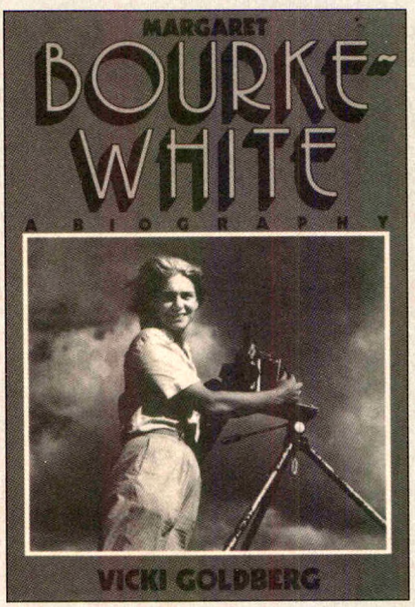
Biography lovers who don't know an *f*-stop from a tripod have no trouble getting involved in, say, Robert Capa's wartime experiences or Cecil Beaton's partygoing. In the hands of a capable biographer, the inevitable tension between life and art in the experience of any creative individual can become the stuff of drama. Still, the fact remains that dangling from a skyscraper in search of a camera angle makes a better story than pounding a typewriter in search of a metaphor.

Adams, Ansel and Alinder, Mary. *Ansel Adams: An Autobiography.* Little, Brown/New York Graphic Society, 1985, $45 (0-8212-1596-5).

America's most famous photographer describes in this posthumously published autobiography how a hyperactive boy who hated school developed into an accomplished musician, a vigorous environmentalist, and an artist whose vision has had a lasting effect on his medium. Numerous excellent reproductions of Adams's photos accompany the text.

Bosworth, Patricia. *Diane Arbus: A Biography.* Knopf, 1984, $17.95 (0-394-50404-6).

Diane Arbus's fame as a photographer came mainly from her stark, unsentimental images of human oddity—freaks of every type were a favorite subject. Bosworth makes clear in this unsettling biography that Arbus's personal life (culminating in her suicide) was every bit as obsessive as her art. A masterful example of how an artist's work can reveal his or her life.



Vicki Goldberg's biography of Margaret Bourke-White reveals a talented but troubled woman who lived a remarkably adventurous life.

Davis, Barbara A. *Edward S. Curtis: The Life and Times of a Shadow Catcher.* Chronicle, 1985, $45 (0-87701-346-2).

Edward S. Curtis (1868–1952) has only recently received the attention he deserves as the foremost photographer of the American Indian. This definitive biography, illustrated with plentiful samples of the artist's distinctive work, tells the fascinating tale of Curtis's 30-year effort to finish his 20-volume study, *The North American Indian,* which captured, in both words and pictures, the grandeur and dignity of native Americans.

Goldberg, Vicki. *Margaret Bourke-White.* Harper, 1986, $25.95 (0-06-015513-1).

From the bowels of a steel mill to the top of the Chrysler Building, intrepid photographer Bourke-White went wherever her camera took her (which was usually where no woman had ever gone before). Goldberg's seamless narrative flows like a feminist adventure story as she mixes accounts of Bourke-White's career triumphs with a perceptive appraisal of the photographer's troubled private life and manipulative personality.

Phillips, Sandra S. and others. *André Kertész: Of Paris and New York.* Thames & Hudson, 1985, $45 (0-500-54106-X).

Although this catalog from a retrospective exhibition is not a biography as such, it does include several insightful essays that discuss Kertész's stylistic development and life in Paris and New York. The more than 300 black-and-white photos included here range across a modern master's entire career.

Vickers, Hugo. *Cecil Beaton: A Biography.* Little, Brown, 1986, $25 (0-316-90244-6).

Cecil Beaton's multifaceted career as photographer, costume and set designer, playwright, and playmate of the famous brought him celebrity on a scale uncommon for an artist. Vickers's lively biography makes good use of Beaton's unpublished diaries (145 volumes' worth) as well as interviews with Princess Grace, Truman Capote, and other of the artist's cronies. Plenty of photos embellish the text.

Whelan, Richard. *Robert Capa: A Biography.* Knopf, 1985, $19.95 (0-394-52488-8).

As a photojournalist for *Life* and other publications, Capa excelled in his coverage of war. This gripping account of an exciting life follows the photographer from the Spanish civil war, to Europe during World War II, and finally to Indochina, where he was killed in 1954. Published simultaneously with Whelan's book, *Robert Capa Photographs* offers a fine cross section of the artist's impressive oeuvre.

Bill Ott, *who writes this column freelance for* American Libraries, *is books for adults editor of ALA's* Booklist.

while the guns received were worth $800,000 tops. A 1979–80 annual report to the board valued the eight rare firearms in excess of $1 million received in trade for "290 firearms . . . in equal value."

Among witnesses to the trade only a few remain. One is Bielefield, who was White's immediate superior as the head of Reader Services. Another is Robert Lindauer, named acting library director in 1979 after the trade, who presently serves on the board. Lindauer said he learned of the trade from museum director White, who told him he had discussed it with Funk. Since Lindauer was new to the job, he consulted deputy director Sam Molod, who pointed out the need for board approval. Lindauer, acting librarian until 1980, assumed the board had cleared the exchange. White has appealed his dismissal, a process that could take four months.

The attorney general's office has scheduled a deposition to be taken Sept. 26 from Wilson, who is in Africa, although a five-year statute of limitation has expired. LeBarron was unavailable for comment as *AL* went to press. —*E.McC.*

Scholars ♥ libraries; Arterbery moves to NCLIS

More on scholars' view of libraries. Respondents in the American Council of Learned Societies (ACLS) survey of scholars in the humanities and social sciences said library collections—especially those outside research universities—were inadequate for their research needs (*AL*, Sept., p. 578). However, they are "well satisfied" with library services, and most say collections *are* adequate for teaching, student, and reference needs.

Asked how often they were unnecessarily inconvenienced in the library by long lines, malfunctioning equipment, or inaccessibility of librarians, more than 75 percent of the scholars answered "seldom" or "very seldom." Satisfaction with interlibrary loan service was high at all types of institutions.

In assaying scholars' use of three major library technologies, the survey found that 66 percent of those who have used microfiche within the past three years were reasonably satisfied with everything except quality of paper copies. Three of four of the 38 percent of faculty who have used online databases said librarians performed their searches. There was general satisfaction with search results.

Online catalogs were available to 47 percent of the respondents. About one-third said online catalogs increased their access to scholarly materials; 23 percent said the catalogs increased their productivity as researchers; and 37 percent said OPACs made library use more enjoyable.

Books, Ebsco endowment to GSLS. Hundreds of boxes of books and other materials arrived at the University of Alabama Graduate School of Library Service in Tuscaloosa Sept. 3. The 10,000 volumes of monographs, periodicals, microforms, dissertations, and pamphlets formerly made up the bulk of the collection at the Case Western Reserve University library school, which closed in June.

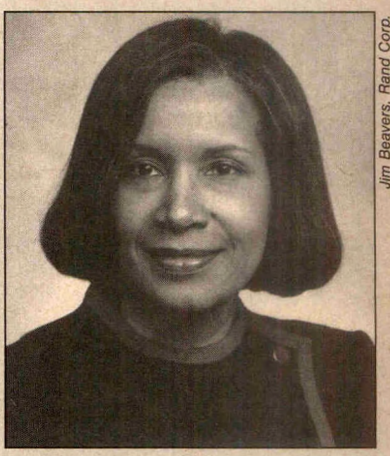
"Since ours is a relatively new library school (founded in 1970), Alabama is delighted to strengthen its retrospective holdings with this addition," Dean James Ramer said. "With the purchase of this library, as well as the earlier appointment of one of its professors, Neal Kaske, to the Alabama faculty, we hope to maintain Case's tradition of quality library education."

At the same time, Ramer announced that Ebsco Industries, Inc., has granted $600,000 to the library school. The gift allows the university to qualify for an additional $400,000 from a new state trust fund for eminent scholars. The $1 million will endow a faculty chair—claimed to be the only permanently endowed library science chair in the United States. "With this endowment the library school will be able to attract a scholar of distinction to the already distinguished faculty," Ramer said.

The Year of the Reader. Rep. Mary Rose Oakar (D-Ohio) and Sen. Charles McC. Mathias, Jr., (R-Md) have introduced a joint resolution asking President Reagan to proclaim 1987 as "The Year of the Reader" and restore reading "to a place of preeminence in our personal lives and in the life of our nation."

The theme, endorsed by ALA and a dozen other national organizations, was selected by the Library of Congress Center for the Book to celebrate its 10th anniversary. LC Center Director John Y. Cole reports that LC and the affiliated state centers for the book in Florida, Illinois, Oregon, Oklahoma, Wisconsin, and the Upper Midwest are planning special projects in 1987. The Arts and Television Network will launch a new cable series early next year on how books can enrich lives.

In San Francisco, the *San Francisco Chronicle* and other donors have set up a "1987 Year of the Reader" office to work with the Center for the Book in initiating and promoting activities to highlight reading. The office is developing a model for community involvement including 12 monthly themes, a guide to local activities, information and idea packets, and a newspaper column. For details, contact Patricia Abe, Suite 919, 870 Market St., San Francisco, CA 94102 (415-788-2573). □



Jim Beavers, Rand Corp.

Vivian J. Arterbery

Arterbery to direct NCLIS

Vivian J. Arterbery, library director at the nonprofit Rand Corporation in Santa Monica, Calif., since 1979, has been appointed executive director of the National Commission on Libraries and Information Science (NCLIS). She will begin work early in November.

Arterbery, 49, told *AL* that she has been interested and involved in all levels of the library profession all her life. Born in Houston, Tex., she majored in history at Howard University and earned her MLS at the University of Southern California. She worked for the Space Technology Laboratories and the Aerospace Corporation in California before going to the Rand Corporation.

Active in professional organizations, Arterbery was elected president of the Special Libraries Association (SLA) for 1984–85. She has also served as California Library Association Councilor and University of Southern California Library School Advisory Board member. As a U.S. Office of Education consultant in 1974–76, Arterbery reviewed library grant applications under the Higher Education Act Title II-B. In 1985–86 she served as SLA representative on the American Library Association/U.S. Department of Education Accreditation Project.

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

Don't ban the bun

A RECENT "IMAGE" FEATURE (July/Aug., p. 502) shows "me" being banned from the Shreve Memorial Library staff because I wear a bun, have pince-nez glasses, and in a moment of quandary or even disgust have a frown on my face. I protest! I'm a darned good librarian and as much of a free thinker (probably) as Carlos Colon and Marianne Puckett, who are modeling the T-shirts that show me being banned.

My hair is actually short and curly, but I do wear Ben Franklin glasses and sometimes I frown. I also wear flat-heeled shoes, even though one of my library school teachers told the class that we should always wear high heels to combat the image of the mean old spinster librarian (I'm happily married). I think it doesn't matter how we look. What matters is how well we do our work. No particular "look" can really show whether a librarian will be open minded about what a patron wants.

JEAN WATSON, Upper Darby (Pa.) Township and Sellers Memorial Free Public Library

These T-shirts, depicted in AL's July/August "Image" department, were called "disgusting and sexist" by one reader. Another found them somewhat insulting.

T-shirts a tacky tactic

THE T-SHIRTS DESIGNED FOR THE Louisiana Library Association (July/Aug., p. 502), meant to remind us to improve our image, are disgusting and sexist. It's always tempting to sink to the same low level as one's opponents and suggest similar stereotypes for image busting (balding, skinny...oh well, never mind).

Flo Kennedy, joining in the annual conference celebration of the tenth anniversary of the Committee on the Status of Women in Librarianship, said that people would feel free to be abusive to women until women made it *very dangerous to do so.* Perhaps we need to take heed of her words and change our tactics. That would certainly do something for our image.

BETTY-CAROL SELLEN, ALA member, Brooklyn (N.Y.) College Library

"Post-its" protect patron privacy

SHEILA MILLER WROTE ABOUT the difficulty in maintaining confidentiality of library records in a school library using a manual circulation system (July/Aug., p. 508–510). At Nassau Community College, a temporary solution to this same problem was achieved with the use of 3M "Post-it" removable, self-stick notes.

Using this product, students are asked to put their name and identification number on the slip, which is then affixed to the book card. When the book is returned, the "Post-it" is removed and discarded. Not only does this system protect our patron's confidentiality, but it decreases our need to type additional book cards.

It is true that this removed the "follow-the-leader" encouragement that may exist when

The terrors of telemarketing

YOU ARE HAVING A VERY BUSY DAY IN a very busy library when one of the clerks interrupts your well-earned coffee break to notify you that Harold Johnson is on the phone—*long distance.* You know a Harry Johnson whom you have not seen in 15 years, so you rush to the phone. Harold Johnson turns out to be a telemarketing representative from the Glob Publishing Company anxious to tell you that the firm's 345-volume history of Aliquippa, Pennsylvania, will be out soon, and your library can buy it for the amazing pre-publication price of only $4,995 if you act immediately.

In the old days, librarians complained about the amount of mail they received and how long it took to go through it. Mail, however, was but a minor annoyance compared to telemarketing.

In all libraries there has been a decrease in salespersons who call to ask for appointments, but there has been an increase in phone solicitations from vendors. Essentially, the reason is economics. It now costs almost $50,000 per year, plus salary and fringe benefits, to keep a salesperson on the road. It is far less expensive to put a salesperson on the phone with a WATTS line.

In the past, our library had developed strategies to deal with salespersons. If they called, we could pretend we were not in, claim that we were going home early, or, as a last resort, refuse to see them. If they appeared without an appointment, we could sneak out the back door, fake a heart seizure, hire a secretary who could get rid of them, or, as a last resort, refuse to see them.

But who can say no to a long distance call? (I am always looking for a reason to start a sentence with "but." It is a way of getting back at Miss Furlong, my eighth-grade English teacher.) I am afraid that if I refuse to answer, I will have to call back—ruining our phone budget. Once I am on the phone, it is very difficult to interrupt a person reading a three-page paean about XYZ Publishing's latest effort. Telemarketers pay their employees on commission, and some can get very insistent.

Does *anyone* buy stuff from phone calls? My standard answer is to tell them to send me a brochure. Sometimes I tell them that I am not the proper person with whom they should talk about that topic, but that they should contact Mr. Jones. Mr. Jones either has left the library's employ last month, is someone I suspect is not busy, is someone I want to annoy, or is the janitor.

I once worked in a library where we had 400 periodical subscriptions and we used four different binderies. The serials librarian could not say no to a salesperson.

There is an agency, whose name I cannot remember, that will remove your name from mailing lists upon request. I am considering starting my own agency, titled *No-Interruptions,* to prevent annoying calls from salespersons. Write *(do not call)* me, including a cashier's check for $50, and I will put you on a list to be run in *No-Interruptions* advertisements in library journals asking that your name be removed from all telemarketing lists. Salespersons will not stop calling you, but I will get rich enough to retire and take phone calls from salespersons selling pacemakers, Medicaid supplement insurance, false teeth, and retirement villages.

LESLIE R. MORRIS, ALA member, director, Niagara University (N.Y.) library

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the student sees another's name on the card. However, I'm sure my creative colleagues in school library media settings have found other ways to promote peer-review stimulation of reading.

ARTHUR FRIEDMAN, ALA member,
Nassau Community College library,
Garden City, N.Y.

Infotrac: A *third* opinion . . .

I DISAGREE WITH ALMOST EVERY point made in "Infotrac: A Second Opinion" (July–August, p. 514–515). My point of single greatest disagreement, however, is with the authors' negative response to their question "Does a library provide a service primarily because it is popular?" Unlike librarians, most undergraduate students do not enjoy using indexes and libraries. They want to spend the least possible time finding some (not all) information on a topic. Products using optical disk technology are beginning to give libraries a chance to extend the multiple benefits of computer-assisted searching (among them, efficiency) to much larger numbers of users than has been possible in the past. The fact that Infotrac is appreciated by its users should matter to us, and it should tell us something more about the importance of offering such services than it apparently has Van Arsdale and Ostrye.

ANN BRISTOW BELTRAN, ALA member,
Indiana University Libraries, Bloomington

. . . and a fourth

I COULD NOT HAVE AGREED MORE with Van Arsdale and Ostrye's opinions on Infotrac (July/Aug., p. 514–515). As they pointed out, maintenance is a problem: the reference librarian in a department that uses Infotrac must frequently leave the desk to attend to such nonprofessional matters as restocking the paper for the printer, changing the ink for the printer, and helping patrons with stuck keys on the keyboard.

I'm surprised that the authors didn't note the problem of inconsistent subject headings. There is one citation under "Discrimination—Employment," yet there are many under "Discrimination in Employment." This seems to be a problem with IAC products in general; look up "Star Wars" (space weapons) in the *National Newspaper Index*. Laws and companies will often have four or five variations of their name.

It's true that Infotrac and similar systems may bring students into the library who would otherwise never use the library, but as the authors mentioned, many seem to use Infotrac to the exclusion of other tools. I agree that the issues of standards, expense, and usage must be addressed.

LAWRENCE COMPTON, ALA member,
University of Georgia libraries, Athens □

Parents' presence poses no problem

The following letters respond to the question posed by the ALA Ethics Committee (July/Aug., p. 508) to stimulate thought on professional ethics: How do public libraries deal with parents doing research for their children?

OUR RESPONSIBILITY AS PUBLIC LIbrarians is to provide the public with the best possible information and accessibility to that information. There is no excuse for withholding service or giving a poorer quality service because a patron is seeking information on another's behalf. With censorship so much in the news these days, even the suggestion that a public librarian has the right to stand in judgment of who should receive research assistance is terribly disturbing.

There may be polite and appropriate ways for a librarian to point out to a parent that the research skills learned in the process of completing an assignment will help the student in future assignments. This might even have been one of the instructor's objectives in assigning the project.

Still, the ethical dilemma involved when a parent does homework for a child is the parent's, not the librarian's. The ethical responsibility of librarians is to do their job well—to provide the best possible help to whoever requests it.

MAUREEN KARL,
Bethel (Conn.) Public Library

THERE IS NO ETHICAL PROBLEM IN helping a parent who is doing his or her child's homework. It is, as they say in library school, none of our business.

The ethical problem lies with a parent who cannot see that book learning is more important than sports, cheerleading, or some other extracurricular activity. It is also with the teacher who either cannot see the difference between a child's work and its parents', or who can see and still gives a passing grade.

Librarians, as librarians, cannot address the problem, but as private citizens they can and should. The first thing to support is a rigid "no-pass, no-play" rule. After that comes support of academic instruction and a systematic relegation of all extracurricular activities to their correctly secondary status. Vigorous action on the part of parents and interested non-parents is essential, but it is not action that librarians can take in their role as librarians.

KATHLEEN STIPEK, ALA member,
Haines City (Fla.) Public Library

WHILE THE LIBRARIAN MAY FEEL that it is wrong, there is nothing unethical about a parent doing library research for a child any more than it is unethical for an author to employ another person to research a new book. There could be many reasons why the parent is doing the research. The child could possibly be ill, handicapped, learning disabled, shy, lazy, or, in the case of the law student, paying the parent to do the research.

Whatever the reason, the family has decided that it is in the best interest of the child for the parent to do the research. It is not the job of the librarian to criticize the decision of the family. Rather, it is the job of the librarian to assist the patron, in this case the parent, to find the materials that he or she seeks.

BARBARA BACH, ALA member,
Minneapolis, Minn.

RE PARENTS—NOT TO MENTION boyfriends, girlfriends, and hired guns—doing research for students: take the advice the Department of Agriculture gave to the fellow who wanted to eradicate dandelions in his lawn: "Learn to love them." Then console yourself that the beneficiaries of such research are bound to crash when, inevitably, they are forced to do their own work.

JOHN H. WIDDE,
Erskine College library, Due West, S.C.

A LIBRARIAN CANNOT KNOW ALL the circumstances for a parent doing a child's library research. In one case, information my son needed for an assignment was available only in a large city library near the community where we lived. He could not get to the library but I could. All I got was a hateful reprimand for helping my child. Later, after I became a librarian, I found information for my bedridden granddaughter.

Is a parent a less honorable research assistant than a company librarian, or one employed by a scholar, or a graduate student studying under a professor researching a subject? I prefer children learning how to do their own research but will not turn down or shame a parent asking for help. The parent is learning something and will probably return, even if the child doesn't. We're told not to censor; that should go for patrons as well as books.

JEAN WATSON, Upper Darby (Pa.)
Township and Sellers Memorial
Free Public Library

ETHICS? WHAT DO ETHICS HAVE TO do with it? If parents want their children to grow up to be dumbbells, that's their business. Since when do librarians inquire into the motivations of people doing research, anyway?

GORDON CHEATHAM, ALA member,
Ft. Hood (Tex.) Library System

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Managing NOT to charge fees

With commitment and good management, "extra" services can be delivered without recourse to user charges

by Ronald A. Dubberly

I HAVE A BIAS. I AM AGAINST user fees in publicly supported libraries. I believe that such fees create economic and psychological barriers for many current and potential users. I believe that a fee-based library, driven by marketplace demands, would ultimately reduce the spectrum of ideas and information made available to the public.

I also believe that when most libraries implement fees, they have not:

- examined the policy issues related to their primary mission/purposes;
- considered effective alternatives to fees;
- developed a full cost-recovery program for fee-based services planned;
- analyzed effects of user fees on the future of their institutions.

Ronald Dubberly is city librarian, Seattle Public Library. As an ALA member, he has been active in developing library service standards.

As a result, many libraries respond to fee/free issues with a series of ad hoc actions, which in turn lead to contradictory policy decisions, inappropriately placed fees, ill-designed fees, and supposedly "fee-based" services subsidized by tax funds.

Many of these problems could be avoided one, two, three: 1) Consider the policy issues related to user fees. 2) Review all appropriate alternatives. 3) Properly design those user fees that are established.

This process usually develops better decisions, whether the direction is fee or free. It also helps avoid knee-jerk reaction to pressure for immediate implementation of fees. Such pressure comes from people who want to initiate a new service which seemingly cannot be adequately funded—or who want to move an existing service out of the regular budget. At other times the temptation is revenue beyond current funds. Those who follow such paths are usually unaware of effective alternatives to user fees. Rarely have they considered the full impact of user fees on the library's mission.

Food, not fees. At a reception last month, Seattle Public Librarian Ron Dubberly (left, foreground) shows guests the library's brand new Terrace Cafe—a venture expected to increase revenues "at the top" and help avoid user fees.

Policy issues

The fee/free issue has two aspects: the philosophic, relating to mission and purposes, and the economic, having to do with practical matters. Practical considerations may seem the easier starting point, but in the long run addressing philosophic issues first will lead to better decisions. Given the weight of economic factors in policy making, the philosophic questions could be shoved aside if not addressed first.

When we talk about mission and purpose for public libraries—and for several other types of library services as well—we usually have three notions in mind as central to the library's uniqueness:

- equal opportunity of access for all persons;
- preservation of personal choice and intellectual freedom through availability of a broad spectrum of ideas and information;
- effectiveness as a service delivery institution to implement the above notions.

Each community, however, must decide which ideas are at the heart of the library, what its mission and purposes are. These decisions become the primary criteria for setting the right course on user fees.

The direction which best supports the library's primary purpose or mission should be the policy path most seriously considered. If a "fee" policy best supports the philosophical basis of the library, then the economic or more practical issues need to be addressed. If a "free" policy is integral to the library's rationale, however, the challenge is to find effective alternatives to fees. These alternatives could provide financial relief often sought through fee proposals.

Alternatives

Alternatives to user fees fall within four types of strategies: increasing revenues at the *institutional* level; increasing the efficiency of existing resources; limiting service; and restructuring service priorities and reallocating existing resources.

Increasing institutional revenues at the top from a variety of sources, rather than at the bottom from user fees, is an important alternative. The obvious first choice for many libraries is to obtain more tax

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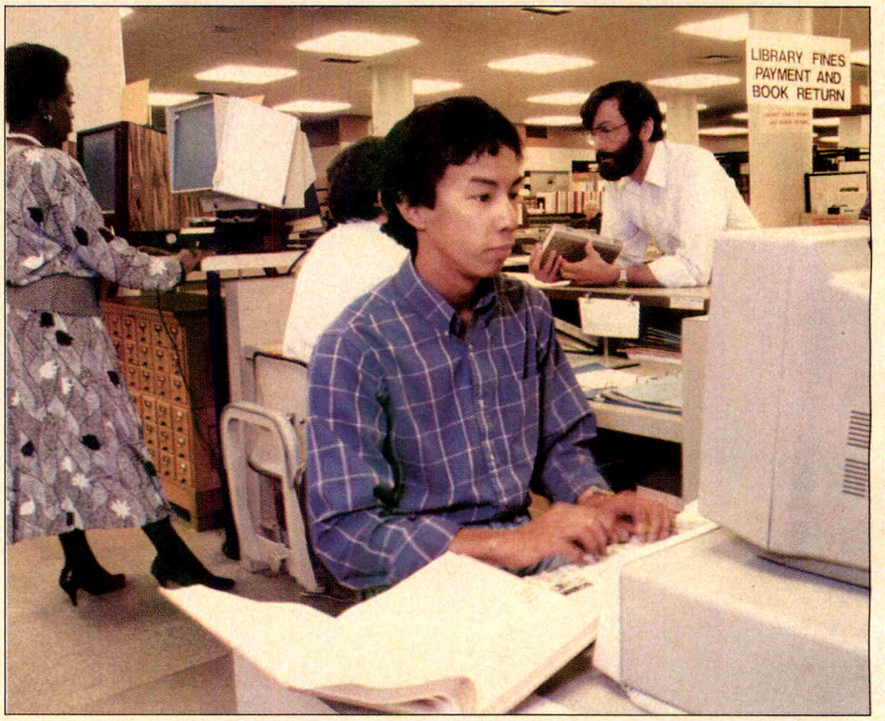
funds from its funding authority or tax base. Though the effort can be awesome and failures discouraging, a second or third effort might bring success—and a much better long-range solution than user fees.

Increasing the efficiency of existing resources, a second alternative, requires analysis of current operations to improve methods. Such improvements can reduce unit times and costs for numerous tasks, in turn providing additional service capacity for the streamlined activity or savings for other needs.

Other opportunities may exist for stretching current resources. The number of uses obtained from materials, especially popular items, can be increased by shortening loan periods. The efficiency of the current materials budget also can be improved by ordering sooner those items which obviously will have a high demand. These efficiencies have the same effect as increased revenue.

Limiting (rationing) service, a third alternative, is the most common method libraries use to deal with scarcity. Limiting service does not increase revenues or efficiency; it spreads the available resources. Queuing and metering are the most frequent forms of limiting service. Queuing is the most common approach. Usually, it is called "first-come, first-served" or "form a line, please." In queuing, limits are placed on the number of staff members, machines, books, tables, or other items allocated to a specific service. Queues are formed when demand becomes greater than the ability of the rationed resources to provide service immediately. These lines can be seen at service desks. They also are encountered as waiting lists for high-demand items.



Fines are still in place at Seattle PL; but when reference librarians consider a computer-assisted information search necessary, it is performed free to the patron.

Metering is an approach that distributes resources equitably by limiting individual use. Only so many bestsellers, videotapes, childrens' books, or other items can be borrowed at any one time. Or time may be metered by limiting the amount allowed for the use of staff or resources. Information services frequently are limited (formally or informally) by adjusting the period staff are available for any one request or individual. Books, study carrels, turntables, meeting rooms, videotape players, and computers also are metered by the time allowed for their use.

Restructuring priorities is the fourth major alternative to establishing fees, assuming that stated or unstated priorities do exist for the library. Restructuring may change the relative emphasis among existing services, eliminate services, establish new services, or combine these approaches.

For example, a library might shift funding according to priority among information services, materials acquisition, program events, outreach services, and facilities maintenance. It might eliminate a whole function or a part. Bookmobile service or program events might be deemphasized; service to the homebound or a speaker's bureau might be added. All these acts are priority decisions and require reallocation of resources.

Seattle shows it can be done

The Seattle Public Library has used all four alternatives in dealing with user fee issues. The "opportunity" for slapping on user fees has often been present when new services were introduced and seemingly expensive existing services have been examined. The issue has also been raised frequently by budget authorities in the annual appropriations process.

The Seattle Library Board has chosen not to adopt user fees, but rather to use effective alternatives when funding is the real problem. It adopted this policy after being asked to estimate the amount of income which could be generated in the next fiscal year by implementing user fees. Admittedly, one anachronistic exception continues. Several years ago, when the Board adopted its "Free Use of the Library" policy, we did not remove pass-through charges for interlibrary loan material.

To add electronic database services, we applied three of the four alternatives to fees. Funds were increased at the institutional level when computer-assisted infor-

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mation services (CAIS) were implemented. Gift funds, rather than user fees, made it possible to introduce this new information format. Also, we limited the CAIS service at first by metering the amount of time allotted to any one user. Queuing was used by providing the service on a first-come, first-served basis until the project's funding was exhausted. After a successful "experiment" using the gift funds, materials budget priorities were restructured to include the line-charges for this new "publishing" format. Eventually, the budget was increased as citizens and officials received and recognized the benefit of the service.

Incidentally, computer-assisted information services at the Seattle Public Library are provided at the discretion of public service librarians. CAIS is viewed as just one of a number of resources from which the librarian chooses to answer a request effectively.

Adding video to our circulation materials was also done without fees. Restructuring of materials acquisition priorities created a budget for the video format. Limiting service through queuing and metering was employed. More efficient use of existing resources was achieved by shortening the loan period and eliminating the reserve service for video materials. These changes dramatically increased the turnover and availability rates for this format.

Another possible fee service was rejected when requests to rent library meeting rooms were denied on a policy basis, based on the library's mission. The trustees believed that maintaining a free place for groups to meet was important to freedom of assembly and intellectual freedom. The alternative: limiting service.

Revenue at the top

The Seattle Public Library has increased institutional revenue through the appropriation process, working with the mayor and City Council. We have increased library revenue through our Friends of the Library by contracting with them for the sale of discarded materials. The Seattle Public Library Foundation has been established to solicit and receive gift income for the library.

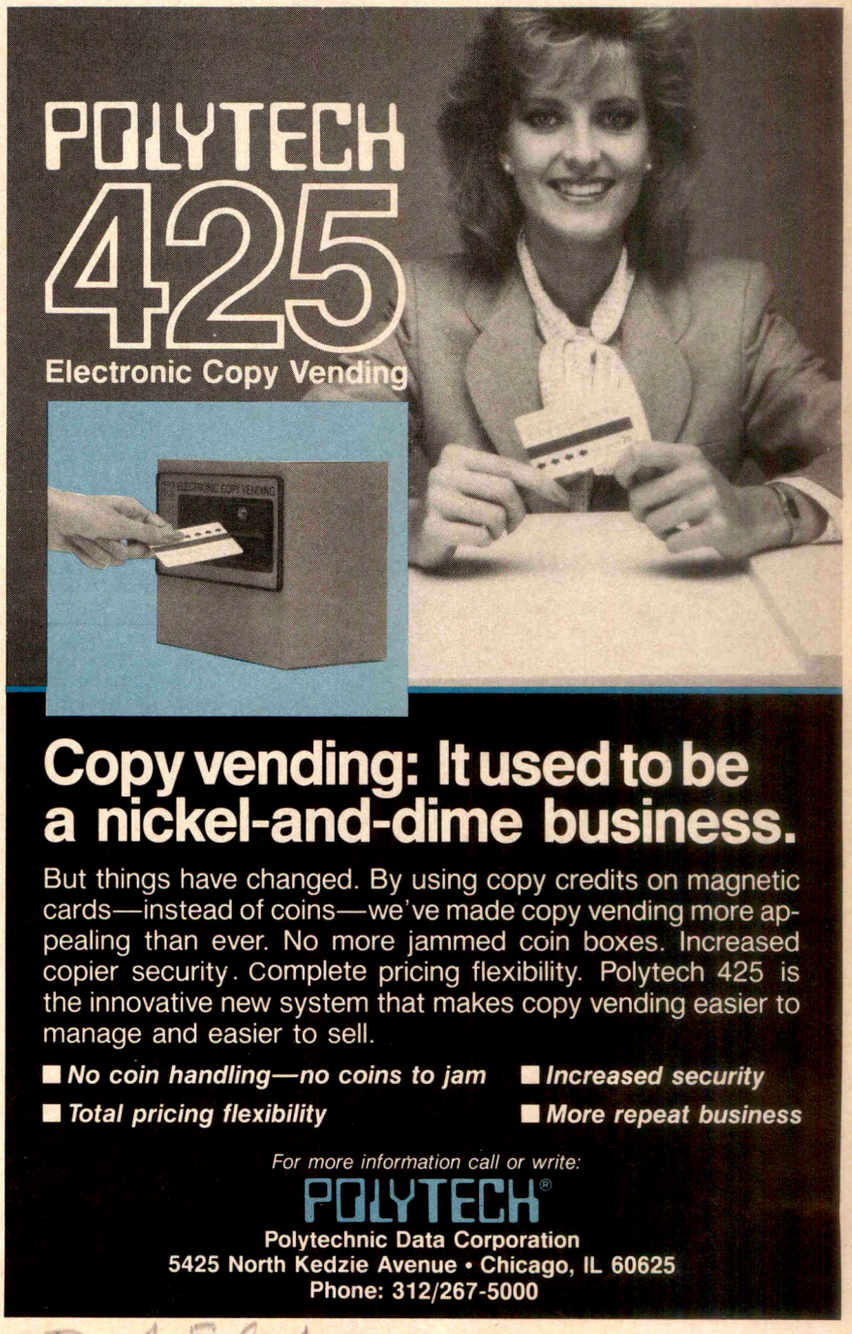
Two other projects might provide additional revenue at the institutional level. These are non-library service businesses to be operated by the library.

The first, now in place, is a food service facility which is leased to a vendor. The proceeds of the vendor lease will be placed in our gift fund—this in accordance with an SPL Foundation grant which largely financed the construction of the Terrace Cafe.

The second involves our acting as an agent in the United States for the sale of Chinese-language books produced in Seattle's sister city, Chongqing, China. According to contract negotiations, we'll also broker for authors having their works printed in Chongqing. Although sometimes exotic, the business enterprise approach to increasing institutional revenue is another possible alternative to the imposition of user fees.

If an analysis of the library's mission and purposes allowed for charging fees, and if none of the above alternatives can be more effectively employed, then let's say it's appropriate to implement a user fee for specific services. Implementation, however, calls for a look at three practical economics-related issues: marketplace competitiveness of the user fee based on full-cost recovery; uniform application of the fee to all users; and ease of fee administration at the source of the service transaction, with low overhead cost to the library. A user fee becomes more appropriate as a policy and administrative decision as you more effectively handle the practical issues, provided that the fee does not do violence to the library's mission or purposes.

Public libraries assess user fees for a va-



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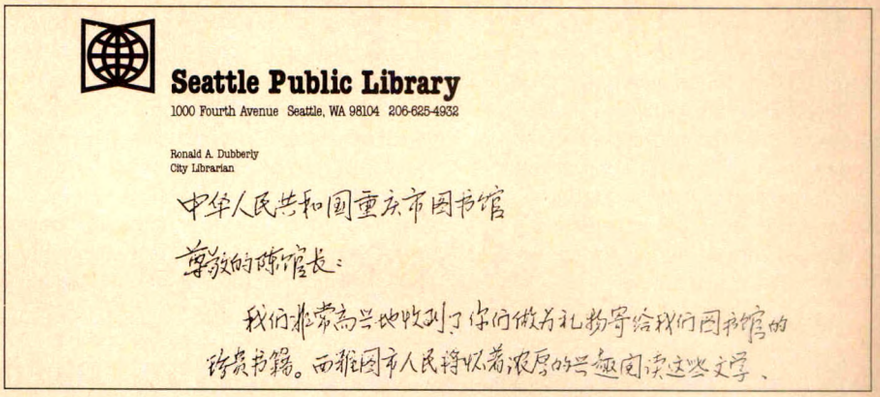

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Ronald A. Dubberly
City Librarian

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Correspondence with a potential business "client," Chongqing, China.

riety of services. These can usually be grouped as "extra" services considered to be beyond the normal or basic services provided; use of nonbook materials; use of facilities; and use of "utility" services, such as photocopying, provided by the library. (Non-resident fees are not included as a category because they are a payment in lieu of taxes by an individual who is not a participant in the tax base supporting that library, but who wishes to use a community's library.)

The definition of "extra" depends largely on a community's perception of traditional service. "Extras" for one library or user can be an essential service for another. These so-called "extras" have been defined so as to include interlibrary loan service fees, charges for photocopies in lieu of interlibrary loans, in-depth information services, computer-assisted information services, use of electronic databases, photocopies of selected pages of books in lieu of circulating copies provided by the library, and high-demand items such as best-sellers and videotapes. Such nonbook items as films, recordings, and video materials are frequently subject to user fees when first introduced into libraries. Fees for the use of facilities such as auditoriums and meeting rooms are found in many libraries.

Utility services are most prevalent as fee-based services. These "convenience" services, which are not *directly* related to the primary purposes or mission of the library, include the use of photocopiers, typewriters, and computers for nonlibrary service reasons.

Why fees?

Libraries implement user fees for different purposes. Many do so to recover all or a part of the costs related to providing a service. An often unrecognized or unstated reason for implementing a user fee is to limit service. In this case, the user fee is an alternative to placing a limit on service to any one individual or any group of users, such as students and businesses. It also is used as an alternative to placing an unpopular limit on an item or cutting the budget for such services as videotapes.

When the reason is cost recovery, managers will want to give serious consideration to these factors: staff time required both to provide the service directly and to support the service; equipment and supplies used directly in providing the service; materials, electronic database service, and other information resources used in responding to the request; amortization of the capital resources such as buildings, shelving, and equipment supporting the service; and other overhead costs such as utilities, fringe benefits for staff, and administrative salaries. The indirect and hidden costs should be included in the user fee. If they are not included, then the fee-based service is subsidized by tax funds.

Such subsidies reduce the availability of tax-financed services, whether the subsidy is the result of a badly designed user fee or a deliberate decision. Because transaction-based user fees frequently are so badly designed and ill-placed, as well as being inadequately considered at the policy level, user fees are not responsibly applied in most public library settings. Until libraries, as organizations, learn both how to consider fee/free policy issues appropriately and to compute and administer cost-recovery effectively, the implementation of user fees should be avoided whenever possible. Poor policy decisions and inadequate costing and management skills can reduce any value fees might have brought.

User fees as a major source of funding for public libraries as we know them is an impossible dream for those who seek alternatives for scarce tax monies. For those who believe in the traditional heritage of purpose for those same libraries, fees are a nightmare. *(Continued next page.)*

Managing NOT to charge

The public library's service mix and desired clientele are neither profitable nor are they intended to be profitable. Because public libraries are *publicly* funded, they are *uniquely* able to provide all members of a community with equal opportunity of open access to the broad spectrum of publicly available ideas and information. Public libraries funded by tax sources can do this so much better than a pseudo-private enterprise, or even a real private enterprise, ever would be able to do.

Public libraries should continue to provide the "unprofitable" public services for which they were established and have been maintained through community funds. Public libraries are public enterprises. Converting them to private enterprises based on user fees would not be profitable to the public at large. User fees should be rejected when they prevent equal opportunity of access to ideas and information and restrict intellectual freedom.

The difference between the words "free" and "fee" is one small letter. But when that "r" is removed from the "free" in "free public library," the concept shifts to a private library for those who can afford its services. A fee public library is not an acceptable substitute in a free society. □

About fees: A sampling of recent commentary

• From *Freedom and Equality of Access to Information: A Report to the American Library Association,* by the Commission on Freedom and Equality of Access to Information (ALA, 1986):

"The Commission recognizes, however, that especially in the case of electronic data bases, user fees are often imposed by libraries, not so much as a device to achieve equality of access, but rather as the only available means to finance the overt capital and/or operating costs of this new technology. Such a use of user fees for the purpose of meeting library costs is indeed, as the American Library Association has pointed out, inherently discriminatory in publicly supported institutions, and may constitute for some individuals a significant barrier to access to the best available or most appropriate information technology. . . ."

• From "Executive Summary" in *The Role of Fees in Supporting Library and Information Services in Public and Academic Libraries,* a commissioned report to the National Commission on Libraries and Information Science (NCLIS, 1985):

"The issue of fees in publicly supported and academic libraries has generated considerable controversy. This section lists the most commonly used arguments for and against fee services.

[In addition to 17 arguments against fees, many of which are noted in the accompanying article by Ronald Dubberly, the NCLIS summary lists the following as the most common pro-fee arguments. —Ed.]

Charging fees increases recognition of the value and importance of library services.

Fees encourage efficient use of public resources.

Fees promote service levels based on need and demand.

Fees encourage management improvements.

Fees limit waste and overconsumption.

Fees enhance investment in ongoing maintenance and repair of public facilities.

Fees encourage a better understanding of the financial limitations of the local government.

Premium service should be provided only to those willing to pay a premium.

The tradition of charging for services is part of American culture.

Fees control growth of and lower demand for service.

Escalating service costs make user fees a necessity.

Most library users can afford to pay a fee.

Without fees, public and academic libraries could not serve the larger community or non-residents.

Fees cover only a small portion of the total cost of service provision.

Fees for most services are simple and inexpensive to collect.

Local policy may require libraries to charge for services.

• Studies of fee services in the 1980s have been sparse and limited in scope, but those reported in the literature suggest that between 70 and 80 percent of publicly supported libraries in the U.S. charge some user fees.

• In her dissertation, "A Study of the Utilization of Fees for Services in Tax-Supported Medium-Sized Public Libraries," (Texas Woman's University, 1984) Jo Ann Keach Phelan collected data from more than 200 librarians and found that most charged fees for at least one service, had increased fees since 1975, collected cost data for determining fees, charged the highest fee for auditorium/meeting room rental, and felt that fees were inappropriate but often necessary. (From an abstract in *Library Science Annual,* Libraries Unlimited, 1986.)

• From "User Fees: The Time Has Come to Face the Issue," a pro-fee argument by Stan Skrzeszewski, *Canadian Library Journal,* June 1985:

"There are at least two possible forms of rationing services at the public library: fees and time. Time may be a more socially preferable rationing mechanism since the poor may have more time than money; however, it seems that in choosing time over money librarians may be discriminating against their major user group [the well-off middle class]. If more money was available to libraries through user fees, then the level of service could be improved. . . ."

"Although circumstances vary, public libraries should consider setting a goal of raising 10 percent of their required revenues from user fees, defined as the sales of goods and services. . . ."

"Universities now commonly charge for the administrative costs of handling interlibrary loans. Why should such things as bibliographies be given away? With limited funding new services may have to rely on user charges. Perhaps those popular Sunday openings, when there is not enough staff available to provide adequate services, should be controlled and improved by the restraining element and the additional funding available from admission fees."

• From "The Knowledge Business: Economic Issues of Access to Bibliographic Information," by Carlton Rochell, *College & Research Libraries,* Jan. 1985:

"I believe there are two answers to the user-fee question [in academic libraries]. . . . I propose that we pass on the problem rather than the bill. . . .Cannot the schools, colleges, and departments establish guidelines, set access standards, and cover the cost through tuition as they always have? The alternative, charging everyone for every service, is neither cost-efficient nor consistent with our basic philosophy. . . .

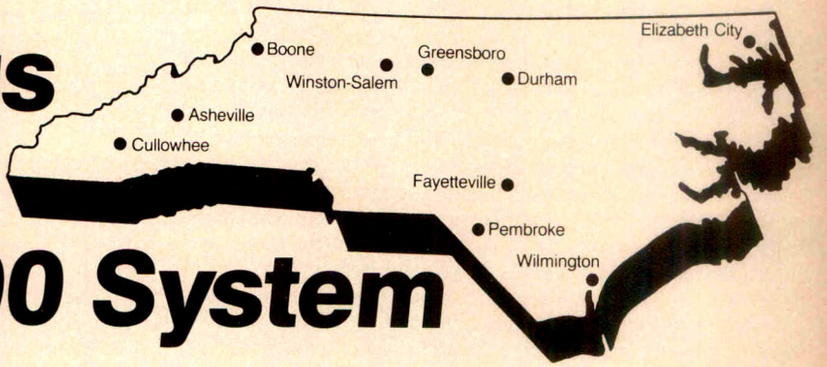
"There is a second answer to the question of costs. It lies in the uses that will be made of our new systems, the role our libraries can play in the knowledge industry, and the ways in which we may offset the costs of technology—not by what we save on our old operations, but by what we earn on some of our new ones. . . .

"In short, when dealing with those who recognize and treat information as a commodity and who use it for profit, libraries must be prepared to do the same. It seems foolhardy to give information at bargain rates to those [information entrepreneurs] prepared to pay dearly for it and then to whine that we have no choice but to demand user fees from students and scholars."

(Compiled by the editor, American Libraries)

OCLC UPDATE

Unanimous Decision for LS/2000 System



Libraries at twelve campuses of The University of North Carolina have unanimously agreed to purchase the LS/2000 system. Installation of the first four systems has begun. All systems will be installed by June 1987.

In November 1985, the University of North Carolina released a request for proposals which aimed to provide integrated library systems at twelve of its campuses. In March 1986, following evaluation of the eight responses, all twelve libraries recommended the selection of the LS/2000 system.

> *According to Dr. Robert W. Williams, Associate Vice President, Academic Affairs, "The University of North Carolina looks forward to a most satisfactory association with the LS/2000 system. Of special significance to us is the fact that the LS/2000 system is a product of OCLC Online Computer Library Center, Inc., whom most of our libraries have depended on for computerized cataloging, interlibrary loan, and related services. The LS/2000 staff at OCLC provides the level of vendor support and product development that The University needs to afford maximum service to its users."*

With these additions, OCLC now supports 79 LS/2000 computer installations serving 143 libraries throughout the United States and the United Kingdom.

LS/2000 Sites

Boone	Appalachian State University
Elizabeth City	Elizabeth City State University
Fayetteville	Fayetteville State University
Greensboro	North Carolina A & T State University University of North Carolina at Greensboro
Durham	North Carolina Central University
Winston-Salem	North Carolina School of the Arts Winston-Salem State University
Pembroke	Pembroke State University
Asheville	University of North Carolina at Asheville
Wilmington	University of North Carolina at Wilmington
Cullowhee	Western Carolina University

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action exchange

Libraries with swimming pools and (new) A.'s without Q.'s

Q. **Are there any public libraries located in recreational complexes that include swimming pools? What environmental problems were anticipated or have been encountered? What solutions have been effective?** ***Justin Haraschuk, Head, Branches, Burlington Public Library, 2331 New St., Burlington, Ont. L7R 1J4.***

A. The Santa Fe (N.M.) Public Library Oliver LaFarge Branch, featured on *AL*'s cover in October 1979, was built as part of the Llano Neighborhood Center, which includes a community room, the library extension offices, and an indoor swimming pool. The pool has been a great locator for us; we can tell people we're right across the patio from the pool, and everyone knows where that is. Some people who arrive early for their swim classes enjoy reading our books and magazines on the sport as well as browsing in our general collection. To keep impatient youngsters occupied, we hand out games—chess and checkers are especially popular. After the swimming lessons, some young people use the library as a waiting place until their parents pick them up, and occasionally leave their damp towels. We cooperate with the swim instructors and lifeguards and enjoy their company. *Valerie Brooker, Branch Librarian, Oliver LaFarge Branch, Santa Fe Public Library, 1730 Llano, Santa Fe, NM 87501.*

Q. **What automated backup system can be used to collect data when the automated circulation control system is down?** ***David Bagge, Circulation Supervisor, Fort Collins Public Library, 201 Peterson, Fort Collins, CO 80524-2990*** **(*AL*, July/August, p. 513).**

A. I suggest the Videx (Corvalis, Ore.) light pen. Handheld, pocket-sized, and portable, it has the capacity for scanning and storing barcodes for up to 2,000 volumes in the 16K version. This credit-card sized light pen is read and recharged using the same unit and can be attached to and read by microcomputer systems including the Apple IIe, Macintosh, and IBM PC. I don't know of another portable and remote entry device that is more flexible.

Over to you

1. **What small public libraries share a single computer and hard disk system with the village government? What are the advantages and disadvantages? (Wis.) What public libraries have a written agreement with their local data processing department? Copies would be appreciated. (Ga.)**

2. **What public libraries can send me reading lists, program announcements, and assessments of programs on planning for retirement? (Fla.) What libraries employ part-time subcontractors to plan and conduct story hours? How do they set compensation? (N.H.)**

3. **To large academic libraries buying software, floppy diskettes, and laserdiscs: Do you catalog them? Do you provide hardware for in-house use or allow them to circulate? How do you deal with issues of copyright and backup copies? (Fla.) What academic libraries with over 5,000 periodical subscriptions substitute microfiche for binding and integrate the microfiche with the bound volumes and current issues? What are the pros and cons? (Wyo.)**

4. **If your library has a centralized training program that has been evaluated, we would like to see copies of your methodology and results. (N.Y.)**

5. **To replace the string ties on the cardboard folders protecting unbound material, has anyone used elastic circles attached through an eye? Can you recommend a source of durable, medium-priced elastic? (N.C.) What libraries using Advanced Handi-Bind from Advanced Binding Methods can tell us how frequently the product must be repaired? (Mass.) What libraries provide grocery shopping carts to browsers? Does it increase circulation? (Ohio)**

6. **Which states exempt bookmobiles from season weight load restrictions? (Minn.) Who can recommend a portable power source to power our bookmobile's Apple IIe? (Ill.)**

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H. Maynard Lowry, Loma Linda University Libraries, Riverside, CA 92515.

A. Many vendors, including ours (Data Research Associates, Inc.), have developed backup methods for circulation systems. The question, though, is really one of cost effectiveness: are the cost and time of the backup system justified when compared with the amount of use it would receive (system down time)?

In our case, less than 2 percent down time does not justify the need for dedicated micros, even though our branches and Main Library see heavy circulation. We have developed a hand-recording method which, while always a nuisance, serves us quite well. *Stephen D. Wood, Deputy Director, Cleveland Heights-University Heights Public Library, 2345 Lee Rd., Cleveland Heights, OH 44118-3493.*

Q. Who knows of software for an IBM PC (640 RAM) with hard disk that would bypass check-in and print out route cards for periodicals on a monthly basis? ***Nancy R. Kovitz, Manager, Frankel & Company Information Center, 111 E. Wacker Dr., Chicago, IL 60611 (AL,* May, p. 351).**

A. We are using the Serial Control System from Professional Software, Inc., to produce routing slips for more than 350 newsletters. The routing system can be integrated with check-in, but we use its "stand-alone" mode without any connection to the control system. The Routing List Manager has its own separate menu system where you set up title and recipient files and can even assign a "rank" position. The package runs on an IBM PC, XT, or AT and costs about $1,350. Write Professional Software, 21 Forest Ave., Glen Ridge, NJ 07028 (201-748-7658). *Betty Edwards, Collection Services Librarian, Codex Corporation, M2-20, 20 Cabot Blvd., Mansfield, MA 02048.*

A. Consider DataRoute, by Cambridge Data Systems. It was favorably reviewed in the March-April *Library Software Review,* p. 107–110, and *Legal Information Alert,* Oct., 1985, p. 1–3. *Martin B. Cowan, 1 Chase Manhattan Plaza, New York, NY 10005.*

A's without Q's:

• The Maine State Library Reader and Information Services Department recently reworked its *Selection Policy.* Single copies of the 15-page policy are available upon request. *J. Gary Nichols, State Librarian, Maine State Library, Cultural Building, Augusta, ME 04333.*

• To save time in processing the payroll of student employees who work odd hours, the University of Cincinnati Libraries substituted a TC 400 Time Computer for a small time clock. After a year's use, Steve Welker of the Circulation Department reports the time computer isn't perfect but does a good job and has saved time by automatically totaling each employee time card. The TC 400 Time Computer is available from Cincinnati Time, a unit of *General Signal, 1733 Central Ave., Cincinnati, OH 45214.* (800-241-TIME).

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive $10 for each reply published. Q.'s and A.'s become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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ALA salary survey 1986:

Figures managers need for setting competitive salaries

by Mary Jo Lynch
Director, ALA Office for Research

LIBRARY MANAGERS, JOB-hunting librarians, and personnel directors frequently call the ALA Office for Library Personnel Resources (OLPR) to learn what salaries are being paid to librarians in particular positions in particular libraries in particular regions. To help answer these questions, ALA began conducting a periodic survey in 1982 of salaries established and paid. The survey covers academic libraries of all types and public libraries serving populations of at least 25,000.

The library community has reacted favorably to the *ALA Survey of Librarian Salaries,* first published in 1982 and again in 1984. In 1986 the survey was repeated and its results were published in July. As before, the ALA Office for Research worked with OLPR to produce the 90-page report. The Library Research Center at the Graduate School of Library and Information Science, University of Illinois at Urbana-Champaign, again mailed the survey and processed the returns.

The research center sent the questionnaire to a random sample of 1,445 academic and public libraries in January 1986. The sample was drawn from 20 groups of libraries created by stratifying five type-of-library categories by four regions of the United States. The five library types surveyed were: small public (serving populations of 25,000 to 99,999), large public (serving populations over 100,000), two-year college, four-year college, and university. The four regions are those commonly used in national statistics: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. The survey form was similar to the one used in 1984.

25 tables display data

Usable responses were received from 1,107 libraries, nearly 77 percent of those selected. The results are displayed in 25 tables that are the bulk of the report. Thirteen tables show the low, mean, and high for scheduled starting salaries and the low, mean, and high for maximum salaries for each of 13 positions based on figures from formal salary schedules. Thirteen other tables display the low, mean, and high of salaries actually paid for the same positions. In addition, one table shows the low, mean, and high of salaries paid to beginning professionals in 1986 regardless of positions. Not included in the new report is the table for "Employee Benefits as a Percentage of Total Payroll" published in 1982 and 1984. The benefits question was dropped from the 1986 questionnaire because it was difficult for many librarians to answer.

Table 22 shows the mean of scheduled maximum salaries for all 13 positions, arranged in rank order according to mean salary in 1986. The amount and percent of difference from the 1984 mean for the position are also shown. Most positions showed an increase of at least 10 percent and only one, documents librarian, increased more than 14 percent. This seems consistent with a table published in the July 14, 1986, *Wall Street Journal* based on data from A.H. Hansen, Inc., and the American Society for Personnel Administration. The table showed that merit raises for "Professional & technical staffs; Administrators" increased 6.1 percent in 1985 and 5.7 percent in 1986 for companies in the private sector.

Our table 22 tells the library manager and the job seeker the average top-of-the-range salary scheduled for each position. In setting the salary range for a particular position, however, the library administrator would need more information, as would the job seeker trying to determine what salary to expect. Both would want to know the salary range for a position in a particular type of library or in a particular geographic area. Both would also want to know what salaries are actually paid to incumbents. The *ALA Survey of Librarian Salaries* provides this information.

In addition to data about salaries, the 1986 report includes an annotated list of "Salary Surveys Providing Information on Library Workers," the text of all ALA policies relating to salary issues, and a "Selected Bibliography on Compensation and Employee Benefits."

The *ALA Survey of Librarian Salaries, 1986,* by Project Director Mary Jo Lynch and Margaret Myers, is available for $40 from the ALA Order Dept., 50 E. Huron St., Chicago IL 60611 (0-8389-3335-1-7; ISSN 0747-7201). □

Table 22. Rank Order of Position Titles by Mean of Scheduled Maximum Salaries

Title	'86 Salary	'84 Salary	Difference from 1984 Amount	Difference from 1984 Percentage
Director	$41,275	$37,563	$3,712	10
Assistant director	36,359	32,026	4,333	14
Deputy/associate director	34,896	32,253*	2,643	8
Subject specialist/bibliographer	30,612	27,933	2,679	10
Government documents librarian	29,887	25,852	4,035	16
Coordinator, adult and/or young adult and/or children's services	29,583	25,887*	3,696	14
Serials librarian	29,528	25,995*	3,533	14
Department head/branch head	29,178	26,616	2,562	10
Audiovisual librarian	28,076	25,766	2,199	9
Cataloger and/or classifier	27,481	24,539	2,942	12
Reference/information librarian	27,355	25,102*	2,253	9
Adult services librarian	25,375	22,856*	2,519	11
Children's and/or young adult services librarian	23,933	21,949*	1,984	9

*Rank order different in 1984

Source: *ALA Survey of Librarian Salaries, 1986*

All ads received by October 6 will appear in the November LEADS.

Career LEADS

american libraries classified ads

beverly goldberg, ed.

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LATE JOB NOTICES

For November issue, call 312-944-6780 x 326 BEGINNING OCT. 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

SALARY CORRECTION from Washington State Univ. Libs., Pullman, for CATALOGER, TECH. SVCS. DIV. position advertised in AL, Sept., p. 609: Beginning professional salary is $18,000.

CATALOGER. Resp. for cataloging & classifying all mat'ls. in medium-sized acad. lib.; maint. of card catalog & database; supervising one technician; staffing ref. desk weekly & srvg. as liaison to an acad. dept. Currently automating all lib. functions using CLSI syst. Reqs.: ALA-accr. MLS, exp. using AACR2, LCSH, LC schedules, MARC, & OCLC. Supervisory exp. desirable. Available immediately. Sal. $19,520. Deadline for submitting appls. is Oct. 31. Send ltr. of appl., res., & 3 ref. w/ph. nos. to: Persnl. Dept., Embry-Riddle Aeronautical Univ., Daytona Beach FL 32014. AA, EOE.

REF. LN. To become a member of a ref. dept. that includes 3 lns. & 2 support staff positions. Resp. include providing ref. svcs., lib. ed., assisting in collec. dvpt., ILL, & working w/U.S. gov't. doc'ts. ALA-accr. master's in lnshp. req'd.; exp. in ref. dept. of acad. lib. desirable. Lns. at Drake U. have faculty rank & status. Sal. range: $15,500-$20,000. Fringe ben. include 22 days' vacation, insurance, & TIAA/CREF. Position open immed. Closing date: Nov. 1. Send appl., incl. res. & at least 3 ref., to: William A. Stoppel, Dir. of Libs., Drake U., Des Moines, IA 50311.

2 POSITIONS at Drake U. Join staff of medium-sized lib. serving univ. composed of 7 colleges & schls. 1) CATALOGING LN. Resp. incl. original cataloging & editing of OCLC member copy, particularly that of musical scores, in dept. w/3 catalogers & 2 paraprof. catalogers using OCLC cataloging subsyst. Tech. svcs. lns. expected to participate in ref. dept. svcs. Cataloging exp. w/the MARC format in acad. lib. desirable. 2) SERIALS LN. Under direction of hd. of tech. svcs., resp. incl. mgmt. & direction of a serials dept. handling approx. 2,400 current subscriptions & continuations; plng. for lib. autom.; & participating in ref. svc. on rotating basis. Supvsy. exp. req'd.; exp. in acad. serials dept. highly desirable. Dept. includes one full-time support staff position & approx. 2,000 hrs./yr. of part-time help. For both positions: Lns. at Drake U. have fac. rank & status. Sal. range: $15,500-$20,000. Fringe ben. incl. 22 days' paid vacation, insurance, & TIAA/CREF. Positions open immed. Closing date: Nov. 1. Send appl., incl. res., & at least 3 ref., to: William A. Stoppel, Dir. of Libs., Drake U., Des Moines, IA 50311.

ASST. LN., TECHNICAL SVCS. Assist in administering a lib. of approx. 75,000 vols. & teach course in lib. sci. dept. each quarter. Primary responsibility is technical svcs., including all cataloging, processing, completion of retrospective conversion project, & card catalog maint. Other resp.: ref. work; training/supervising student assts. ALA-accred. MLS, exp. w/AACR2, LC, LCSH, OCLC, automation, & micros req'd. College teaching & secondary or elementary lib. exp. a plus. Salary: $16,032-$24,276. Send ltr. of appl., res., & 3 ltrs. of recommendation by Oct. 27 to: Betty J. Karaim, Dir. of Lib. Svcs., Mayville State Col., Mayville, ND 58257.

ACQS. OPPORTUNITY! Resp. for netwk. implementation & training on OCLC's ACQ350 & OCLC's current online Acqs. Subsyst. Qual.: MLS from accr. lib. schl. 3 yrs.' progressively resp. prof.-level exp. Knowl. of an automated acqs. syst. & micros. req'd. Exp. w/OCLC's online Acqs. Subsyst. & MARC formats desirable. Opportunity to travel through the S.W. Sal.: $22,000 min.; negotiable. Liberal ben. Send res., 3 ref., w/ltr. of appl., by Oct. 31 to: June Koelker, Assoc. Dir. for Lib. Svcs., AMIGOS Bibl. Council, Inc., 11300 N. Central Expressway, Suite 321, Dallas, TX 75243. EOE.

MEDICAL LN. Gottlieb Memorial Hosp. has an excellent, flexible, part-time opportunity for a medical ln. w/a master's degree in lib. sci. The medical ln. duties include organization of lib. svcs. for positions in hospital staff, computerized lit. searches, & cataloging medical books & journals. The candidate we select will enjoy a flexible schedule as well as an excellent benefit pkg. Salary range: $9-$10/hr. Please apply in person Mon.-Fri. from 10 am to 3 pm, or call Personnel Dept. at 312-450-4909, or write: Gottlieb Mem'l. Hospital, 701 W. North Ave., Melrose Park, IL 60160.

TECH. SVCS. LN. Opportunity to develop tech. svcs. along w/2.5 FTE enthusiastic lns. New OCLC M300 terminal & participation in grant to develop CD-ROM regional catalog offer special challenges. Candidates need exp. in: cataloging (AACR2 & LC class.), plng./supvsg. tech. svcs., ref., instruc., collec. dvpt. Start $22,513 dep. on ed. & exp. Deadline: Nov. 21. Appl. info. at: Monterey Peninsula Col., Persnl. Svcs., 980 Fremont, Monterey CA 93940; 408-646-4016.

ASST. DIR. Qual.: ALA-MLS; pub. lib. supervisory exp. & technical computer exp. Salary range: $23,700-$26,700. Exciting position in an exciting lib., w/lots of room to develop, & full range of possible duties & responsibilities. Closing date: Oct. 17. Apply to: Howard W. Curtis, Dir., Haverhill Pub. Lib., 99 Main St., Haverhill, MA 01830-5092. Include letter of application, resume, & 3 ref. to be contacted.

DIR. OF LIB. SVCS. Srch. reopened. Serves as chief admin. offcr. of lib. Resp. for all phases of lib. oper.: budgeting, acq., cataloging, reader svcs., BI, staff dvpt., & supvsn. Andrews L. holds collec. of 740,000 items & is mem. of OCLC & NEOMAL. Min. req.: MLS w/min. 5 yrs.' prof. lib. exp.; 2nd master's desirable; demon. ldrshp. & mgmt. abil. & exp. Sal. $35,000 min., will reflect bkgrd. & exp. Position avail. 1/1/87. Res., trans., & ref. to: Donald Harward, Col. of Wooster, Wooster, OH 44691. The Col. of Wooster is an independent liberal arts col. w/a commitment to excellence in undergrad. ed. We wish to ensure that the srch. identifies qualified candidates who are women or members of minorities. Applicants belonging to these grps. are encouraged to identify themselves if they wish. AA, EOE.

LATE JOB NOTICES CONTINUED ON PAGE 683.

CONSULTANTS KEYWORD CLEARINGHOUSE

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Full guidelines and policy are available from: Beverly Goldberg, LEADS Editor, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326.

LIBRARY SYSTEMS AUTOMATION, software selection, library management consulting. Contact Ed Kazlauskas or Ken Plate at **Pacific Information, Inc.,** 11684 Ventura Blvd., Suite 295, Studio City, CA 91604; 818-797-7654.

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COORDINATED COOPERATIVE COLLECTION DEVELOPMENT CONSULTANT. Fresh from 1½ yrs.' experience in planning and successfully implementing a CCCD project in a multitype system. If your library group, consortium, or system needs help in reaching collection agreements, write or call **Henry E. Bates,** POB 1652, Guerneville, CA 95446; 707-823-7661.

CONSULTANT FOR RARE BOOK, HISTORICAL, SPECIAL COLLECTIONS & PRIVATE LIBRARIES; organization and management, selection and evaluation of materials, policies, and techniques. SYMPOSIA for librarians and Friends of libraries on appraising and collecting rare books. Life member ALA. BA, MA (history), and AMLS. **James M. Babcock, Bookseller,** POB 160, Harsens Island, MI 48028; 313-748-9779.

WASHINGTON, D.C., LIBRARY RESEARCH. Richard E. Wolf & Associates, POB 968, Arlington, VA 22216; 703-276-0270.

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MANAGEMENT ANALYSIS, COST ANALYSIS, FINANCIAL ANALYSIS AND BUDGETING, PERSONNEL, STRATEGIC PLANNING. Over 35 yrs.' experience in public & academic libraries, management & consulting. **CMP ASSOCIATES, INC.** (formerly ADAM GROUP, INC.), 155 W. Congress St., Suite 303, Detroit, MI 48226; 313-961-5040.

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LATE JOB NOTICES CONTINUED FROM PAGE 681.

HISTORY REF. LN. & HD., DEPT. OF ARCHIVES/SPECIAL COLLEC. Fac. liaison position in support of history & related programs on campus. Collec. dvpt., specialized ref. work, & lib. instruc. are part of program. Supervises archives/special collec. dept. Some gen. ref. work & lib. instruc. req'd. Some weekend & evening work req'd. Qual.: ALA-accr. master's degree & relevant acad. degree or exp. in archives or history req'd. Pref.: ref. & teaching exp. & strong communication skills. The Auraria Lib. serves the Univ. of Colorado/Denver, Metropolitan State Col., & the Community Col. of Denver. Sal.: $19,000-$29,000 for 12-mo. contract, negotiated dep. on ed. & exp. Tuition ben., sick leave, 22 vacation days, TIAA/CREF. Send ltr. of appl. & names, adds., ph. nos. of 3 ref. by Oct. 24 to: Mary Lou Goodyear, Auraria L., Lawrence at 11th, Denver CO 80204. Recruitment will remain open until position is filled. AA, EEO employer.

LIB. DIR.: immed. opening for dir. of Samuels Pub. Lib. serving Warren Co. in the Shenandoah Valley of Va. The pop. of 22,000 is served from our 11,000-sq.-ft., 6-yr.-old facility. Budget $200,000+; 9 FTE; 160,000 circ. Applicant must hold ALA-accred. MLS w/at least 3 yrs.' admin./supvsy. exp. Resp. for budget, persnl., collec. dvpt., & overall mgmt. of co. lib. Must be a strong pub. lib. advocate, able to establish & maintain a complete community relations program. Sal. range: $21,500-$27,000. Appls. will be accepted until position is filled. Pls. send ltr. of appl., res., & the names & adds. of 3 ref. to: Srch. Cmte., Samuels Pub. Lib., 538 Villa Ave., Front Royal, VA 22630.

ASST. DIR. Public-service-oriented, fully automated lib. looking for individual w/strong supvsy. skills to oversee circ. & technical svcs. including a public-access catalog. Other resp. include staff dvpt., building maintenance, & some ref. work. ALA-accr. MLS req'd. Supvsy. exp. & knowl. of CLSI helpful. Salary range: $20,000-$28,000. Send res. to: Jill Holopigian, Bensonville Community Pub. Lib., 200 S. Church, Bensonville, IL 60106. AA, EOE.

CHILDREN'S SVCS. LN. (srch. extended). Resp. for mat'ls. selection & class., & for creating & implementing svcs. for children incl. working w/schools & other community agencies. Enthusiastic, energetic individual committed to children's svcs. & team mgmt. approach. ALA-accr. MLS req'd. Supvsy. exp. & knowl. of CLSI helpful. Sal. range: $17,000-$24,000. Send res. to: Jill Holopigian, Bensonville Community PL, 200 S. Church, Bensonville, IL 60106. AA, EOE.

POSITIONS AVAIL. 1) LNS. $1,976-$2,187/mo.; 2% increase Jan. 1, 1987. Entry-level positions in ref. branches, tech. & children's svcs. Reqs. MLS from an ALA-accr. lib. schl. 2) SUPERVISING LNS. 2 POSITIONS AVAIL. $2,385-$2,998/mo. Heads grp. of branch libs. of major ref. or tech. operations. Reqs. MLS degree from ALA-accr. lib. schl. & 3 yrs.' increasingly resp. prof. lib. exp. For all positions, apply by 5 pm, Dec. 1. For announcement & appl. mat'ls. contact: Persnl., City of Oakland, 1417 Clay St., Oakland, CA 94612; 415-273-3526. Postmarks not accepted.

LEARNING RESOURCE CTR. LN. Spoon River Col., a small progressive rural pub. community col., seeks an assertive & enterprising ln. Opportunity for individual w/personal characteristics of enthusiasm, aptitude for innovation, & highly effec. interpersonal skills. Resp.: ref. svcs. to students, fac. liaison, bibl. instruc., ILL. Qual. req'd.: ALA-accred. MLS. Pref.: 2 yrs.' diversified lib. exp. w/specialization in ref. or bibl. instruc. Operational knowl. of OCLC & microcomputers, teaching exp. Sal.: $14,000-$16,000 for 12 mos. dep. on qual. Send ltr. of appl., res. incl. 3 ref., trans., etc., by Oct. 31 to: Persnl. Off., Spoon River Col., Route 1, Canton, IL 61520. An AA, EEO employer.

LN. II, city of Albany, Ore. Extension of srch. reopening. $1,663-$2,072/mo. Performs usual variety of prof. lib. activ. in tech. svcs. sect. of city lib.; must have consid. knowl. of prof. lib. techniques, systs., & procedures; must have abil. to deal tactfully & courteously w/pub. & other lib. employees & to direct clerical oper.; MLS req'd. Written res. or appl. must be rec'd. by 5 pm, Fri., Oct. 17. Apply at/send res. to: Andy Runnion, State Employment Off., 139 4th Ave. SE, Albany, OR 97321 or send appl. request w/SASE c/o Andy Runnion. AA, EOE.

DIR. 6-co. regional lib. serving pop. of 59,264. Regional hdqtrs. provides books by mail, interlib. loan & book processing to member libs., & administers state aid. Dir. assists regional & co. bd. w/planning, policymaking, & budgeting; conducts staff wkshps., & serves as consultant to nonprof. lns. in 9 affiliate libs. Position open immediately. Qual.: ALA-accr. MLS, good leadership, mgmt., & PR skills essential. Administrative exp. preferred. Starting sal. based on qual.: $15,000-$18,000 w/possibility of additional stipend. Excellent ben. Send ltr. of appl. incl. resume & names & adds. of 3 ref. by Nov. 15 to: Orton R. Karickhoff, Bd. Pres., Alpha Reg'l. Lib., POB 149, Spencer, WV 25276.

ADMINISTRATIVE LN. MLS + 5 yrs.' lib. admin. exp. necessary. Strong leader who is a good communicator, creative, & technically proficient is desired for Elk Grove Village Pub. Lib., serving a pop. of 29,000. Lib. has staff of 55, budget of $1.5 million, annual circ. of 257,000, & 95,000 vols. Salary beginning $28,000, but negotiable commensurate w/exp. Appl. deadline Nov. 1. Send resume, ltr. of appl. to: Kerry Waser, Search Committee, Elk Grove Village Pub. Lib., 1 Reverend Morrison Blvd., Elk Grove Village, IL 60007. Equal-opportunity employer.

LN. II (REF. LN.). Energetic, self-motivated indiv. to provide gen. ref. svc. to diverse pub. & to assist w/collec. dvpt. in beautiful coastal community w/modern lib. facilities. ALA-accr. MLS. Sal. range: $19,115-$25,002. Please send res. by Dec. 5 to: New Hanover Co. Persnl. Dept., 414 Chestnut St., Co. Annex Bldg., Rm. 305, Wilmington, NC 28401. EOE, AA employer.

LIB. DIR., Southern Pines, N.C. Plan, direct, & administer all functions associated w/pub. lib.; establish lib. programs & svcs. to meet reading & informational needs of lib. patrons; determine financial, persnl., & resource needs & work w/town officials & state consultants to achieve these goals. Reqs. consid. knowl. of standard lib. methods, procedures, & practices & the utilization of prof. judgment in appl. of these guidelines in dvpt. of lib. prog. General admin. supvsn. is by town manager & work is reviewed through confs., reports, & overall success of lib. prog. MLS & prof. lib. exp. or equiv. combination of ed. & exp. req'd. Salary range $18,782-$30,023. Apply by resume no later than Oct. 30 to: Town of Southern Pines, 500 W. Morganton Rd., POB 870, Southern Pines, NC 28387. EOE.

ARCHIVIST/RECORDS ANALYST. 2-yr. NHPRC-funded position. Develop archives prog., incl. plng. for appraisal, arrangement & description, & preservation of records. Qual.: MA in Amer. history or MLS, archives trng., & at least 3 yrs.' relev. exp., pref. w/bkgrd. in admin., prog. dvpt., & mgmt. of machine-readable data files. Sal. $20,000 + ben. Appl. deadline Oct. 15. Send res. & names of ref. to: Alma King, Clerk, City of Charleston, POB 2749, Charleston WV 25330.

LIB. DIR., Dillon Co. Lib. Immediate opening. Salary for min. qual.: $19,900. Send resume to: Dillon Co. Lib., 101 N. Marion St., Latta, SC 29565. EOE, AA. For position description, see ad in AL, July/Aug., p. 527.

LATE JOB NOTICES CONTINUED ON PAGE 684.

LATE JOB NOTICES CONTINUED FROM PAGE 683.

ADULT SVCS. LN. Collec. dvpt., programming, ref., supervision of part-time staff. 40 hrs./week including 2 nights & some Saturdays. Requires ALA-accred. MLS. Salary: $15,504 per yr. Resume & names of 3 ref. to: Robert Harris, Dir., Bellwood Pub. Lib., 600 Bohland Ave., Bellwood, IL 60104. EOE.

CHIEF, OVERSEAS OPER. DIV., GS 1410-15. Sal. range: $52,262-$67,940. Directs & manages the Overseas Oper. Div., which is resp. for supvsg. the work of & providing policy & admin. direction to the lib.'s 6 overseas offices. Reqs. one yr.'s specialized exp. at GS-14 or comparable level which demonstrates a broad knowl. of acq., collec. dvpt., cataloging, & related programs in a major research lib. Please call for vacancy announcement 60241 & supplemental qual. statement. Applicants must submit a standard Form 171, Appl. for Federal Employment (resumes not accepted) & statement to: Lib. of Congs. Employment Off., Rm. LM-107, Washington, DC 20540; 202-287-5620. EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices: Space permitting, Late Jobs are taken by phone only, **beginning on the 10th.**

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in ILL. only 800-545-2444; in Canada 800-545-2455); Telex: 490-999-2040 ALA UI (TWX prefix 710).

Electronic Mail: ALANET subscribers can 1) address a memo to our AL.LEADS mailbox or 2) complete the LEADSAD online order form.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in Datebook.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line, ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Late Job Notices: By phone only, beginning 10th of the month. $10/line. ALA institutional members 10% off. See complete instructions in sections.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $5/line; multiple insertion discounts on total cost: 2-5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) Rates same as for Automation Exchange above.

Box numbers: *AL* will provide box numbers on request for advertisers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge

To reply to box nos., write: Box (no.), c/o Beverly Goldberg, *American Libraries,* 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

Ads by Phone

Applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.
1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.
2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.
3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

JOBLINES

Joblines will appear in full on a quarterly basis—February, May, July/August, and November—and whenever else space permits. They will appear in abbreviated form the rest of the year to make room for expanded Positions Open listings.

Complete Joblines in July/Aug. *AL*, p. 529.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **ACRL,** 312-944-6795; **Ariz.,** 602-278-1327; **Br. Columbia,** 604-263-0014; **Calif.,** 916-443-1222 or 213-629-5627; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854; **S. Calif./SLA,** 818-795-2145; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-727-9675; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 800-282-8696; **Drexel Univ.,** 215-895-2478; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Institutional Lib.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148; **Nev.,** see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y./SLA,** 212-214-4226; **N.C.,** 919-733-6410: **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **Pa.,** 717-234-4646; **PLA,** 312-664-5627; **PNLA,** 206-543-2890; **R.I./SRRT,** see Institutional Lib. Jobline; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Va.,** 703-370-7267; **Vet. Admin. Lib. Network,** 202-389-2820; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

POSITIONS WANTED

EXPERIENCED LIBRARIAN DESIRES POSITION. BA and MLS in library science plus 2 yrs.' technical service in a public library. If interested, contact: B. Derrick, POB 151, White Mills, PA 18473.

EXPERIENCED PUBLIC SERVICES LIBRARIAN wants to return to southern or northern California. Bilingual: English/Spanish. Will also consider community college and academic libraries. Reply to: Box B-904-W, c/o LEADS, *American Libraries.*

INTERIM DIRECTOR: Retired library director with 14 yrs.' experience interested in interim positions. Salary plus expenses. Contact: Helen Knievel, 990 Tyler, Eugene, OR 97402; 503-345-2032..

REFERENCE/ENTRY-LEVEL/ALA-MLS. BA Art/Art History; resume, references on request. Bill Schneider, 2219 Glendon Ave., Los Angeles, CA 90064.

ENERGETIC, ENTHUSIASTIC LIBRARIAN SEEKS CHALLENGING POSITION on the East Coast from South Carolina to Maryland. BA in library science with 2 yrs.' public service experience as reference librarian and branch manager of a 40,000-volume library. Excellent organizational skills. References furnished. Reply to: Box 444, Pineville, LA 71360.

POCONO MOUNTAINS AREA. Full- or part-time. ALA-MLS '83. Beta Phi Mu. Post-MLS studies in educational technology. Retired military. Vast supervisory experience. Listed on federal register. Resume on request. Reply to: Walter Stock, 6115 Ditman St., Philadelphia, PA 19135.

POSITIONS OPEN

ACADEMIC LIBRARY

Academic library generalist. Public services position offering professional development through a variety of experiences. Initial assignment as reference/bibliographic instruction librarian, rotating to collection development, ILL, online searching and automated systems

planning, circulation dept. Guided preparation for advanced responsibilities. Some nights and weekends. Tenure-track with faculty privileges and responsibilities. Requires MLS from ALA-accred. school for appointment as Instructor at $18,178 or Asst. Prof. at $22,035 (requires added degree). Salary negotiable with experience. 12-mo. appointment; excellent benefits. ENMU is a multipurpose university on the high plains of the Southwest offering undergrad. and master's programs for a diverse student body of 4,000. **Applicant screening begins Nov. 15.** Send letter of application with resume, transcripts, and 3 current references to: Edwin Dowlin, Director, **Golden Library, Eastern New Mexico University, Portales, NM 88130.** ENMU is firmly committed to the policies of affirmative action and equal-employment opportunity.

Assistant archivist, Ohio State University Archives. Assists archivist in the administration of the university archives. Assists archivist in the administration of the university archives. Primary responsibility is the supervising of students in receiving, sorting, arranging, describing, and microfilming university records. Serves as head of the department when archivist is absent. Duties also include participation in records scheduling, reference, and oral history activities. The department has a permanent staff of 4 and employs 8–10 students on a part-time basis. *REQUIRED:* knowledge of historical research and archival practices and methods; knowledge of photography and photo methods. *PREFERRED:* knowledge of the history of OSU. Salary: $17,040–$25,920. Salary is dependent upon experience and qualifications. **Apply by Nov. 14** to: Raquel Dowdy-Cornute, Acting Head, **Library Personnel, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.** Include names, addresses, and telephone numbers of at least 3 references. Qualified women, minority, and handicapped persons, as well as others, are encouraged to apply.

Assistant biological sciences librarian with faculty rank. Position reopened. Works under the direction of the head, biological sciences division. Major responsibilities include assisting in the selection of material in the biological sciences, agriculture, and home economics; assisting in providing reference service (including evening and Sunday rotation); performing computer-assisted bibliographic searches using DIALOG, BRS, and MEDLINE; and assisting in library orientation and bibliographic instruction. Serves on committees at the request of the university librarian. Master's degree from ALA-accredited library school. Bachelor's degree in life sciences, home economics, or agriculture desirable. Good communication skills and ability to work effectively with students and faculty are essential. Good fringe benefits; 22 working days' vacation and 8 holidays. Salary: $16,800 minimum. **For full consideration, applications should be received by Nov. 3.** Submit letter of application with resume including names of 3 references to: Roscoe Rouse, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer.

Assistant collection development librarian (new position), Brandeis University Libraries, Waltham, Mass. Assists with the systematic development of the library's collections by working with the collection development officer in coordinating the efforts of all librarians who serve as liaisons to the academic departments and programs; works on collection analysis projects; acts as gifts librarian; assists with writing grant proposals; serves as liaison to some academic departments; works 2–4 hours per week at the general reference desk. *QUALIFICATIONS:* ALA-accredited MLS, 1–3 yrs.' experience in a university or research library with emphasis on collection development/reference responsibility; demonstrated skills in working effectively with faculty, students, and staff; excellent oral and written communication skills. Salary and rank commensurate with experience and qualifications. Minimum salary for Librarian P2, $20,650. **Candidates applying by Oct. 15 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Rupert E. Gilroy, Associate University Librarian, **Brandeis University Libraries, Waltham, MA 02254.** Brandeis is an equal-opportunity, affirmative-action employer.

Assistant director for administrative services, University of Georgia. The University of Georgia Libraries seek an experienced librarian with strong leadership qualities and management abilities to assume responsibility for the administrative services division. Responsible to the director of libraries, the assistant director administers the personnel program for over 200 full-time staff and 200 student assistants, administers the business operations with budgets exceeding $8.5 million, oversees the general budgetary planning process for the libraries, directly supervises the business manager and the personnel librarian, and participates in overall administration and management of the libraries. The division, comprised of business services (business office, supplies and equipment, copy services, and coin-operated copy services) and the personnel office, has a total full-time staff of 17. *QUALIFICATIONS:* master's degree in library science from an ALA-accredited school; minimum 5 yrs.' diversified and increasingly responsible administrative experience, preferably including budget preparation and control, in a large academic or research library; knowledge of current developments in library management issues, particularly those related to personnel and business operations; demonstrated administrative and supervisory ability with strong leadership qualities; ability to deal with all levels of staff in a sensitive manner and to develop cooperative interaction with other library units; knowledge of automated systems; understanding of the role of the library in a large university; ability to work positively with faculty, university staff and administrators, and government officials; creativity and flexibility in planning and implementing library programs; effective oral and written communication skills. Salary minimum: $40,000. This position will be filled only if suitable applicants are found. ***Application procedure:* send letter of application addressing the above qualifications, a resume, and names and addresses of 3 references no later than Oct. 31** to: Bonnie Jackson Clemens, Assistant Director for Public Services, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Assistant head, serials/microforms. Reporting to the head, serials/microforms division, the selected applicant will assist in all phases of the division's activities and is responsible for the overall operation of the division in the absence of the head. Supervises the cataloging of serials into machine-readable form. Required: MLS from an ALA-accredited library school. Preferred: library experience in technical services area. Knowledge of cataloging procedures, interest in and knowledge of automated systems in libraries. Salary: minimum $18,000. **Send letter of application, resume, and names of 3 references and/or placement file address by Oct. 31** to: Dennis R. Defa, **University of Utah, 328 Marriott Library, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Assistant librarian. A librarian position to perform a variety of professional assignments in the reference department. Emphasis will be on patron contact, database searching, preparation of bibliographies, and bibliographic instruction. Other assignments may be made and the applicant must be flexible enough to work a variety of assignments and be willing to be trained as necessary. Experience in library automation and database searching highly desirable. The position is n[illegible]rily an evening and weekend assi[illegible]nitial appointment may be abo[illegible]tep based on qualifications [illegible]he assistant librarian r[illegible]ack position. Initial [illegible]e for 2 years. Perso[illegible] with travel expense[illegible]e. Position will oper[illegible]rent salary range: $[illegible] increase is anticipated p[illegible] bargaining agreement. **Su[illegible]r application and resume by Oct.** [illegible]. Library Coordinator, Library Recruitin[illegible] Committee, **California State University/San Bernardino, 5500 University Parkway, San Bernardino, CA 92407-2397.** California State University/San Bernardino is an equal-opportunity, affirmative-action, Section 504, Title IX employer.

THIS AD VOID. See November LEADS for updated job description.

Assistant physical sciences and engineering librarian with faculty rank. Position reopened. Serve at the reference desk and assist in collection development in the physical sciences and engineering division. Share bibliographic searching duties using online databases. Serve on library committees at request of the university librarian. Master's degree from an ALA-accredited library school; bachelor's degree or training in one of the physical sciences desirable. Good fringe benefits; 22 working days' vacation and 8 holidays. Salary: $16,800. **For full consideration, applications should be received by Nov. 3.** Submit letter of application with resume including names of 3 references to: Roscoe Rouse, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer.

Assistant science cataloger. Under the direction of the science cataloger, catalogs, classifies, and provides subject analysis for monographs in the sciences using AACR2, LC classification and subject headings, and OCLC/MARC tagging. May catalog materials in the biological, health and/or physical sciences, and technology. Serves as the liaison between the original cataloging section and assigned science units for any cataloging problems. Works with the science cataloger on cataloging issues and problems pertaining to science materials in the online catalog. Participates in the development of divisional policies and procedures. Participates in the implementation of the libraries' Geac online catalog/circulation system. Participates in library committees and meetings as appropriate. *QUALIFICATIONS:* graduate degree from a program accredited by the American Library Association. Cataloging experience in an academic library desirable; knowledge of current cataloging rules and Library of Congress cataloging practice and classification required. Academic degree or coursework in the sciences required. Knowledge of at least one Western European language required. Experience with an automated cataloging system, preferably OCLC, desirable. Salary: $18,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5:00 pm, Oct. 31.** Send letter of application, full resume, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Assistant technical services librarian. New position. Offers exciting opportunity to provide technical services to thriving university. Coordinate acquisitions activities, assist in implementing acquisitions module of integrated online system, assist in coordinating departmental workflow among subunits, order-

Berkeley
The Bancroft Library

As **assistant head of the manuscripts division,** participate in all facets of the operation including training and supervision of staff; collection development; cataloging collections; implementing computer-based techniques for control and access to the collections; preparing exhibits; and providing general and specialized reference service.

Requires graduate degree from accredited library school, minimum 3 yrs.' experience as manuscripts curator in large academic library or collection; working knowledge of Spanish; strong background in American history and literature, particularly Western American, California, Mexican, and Central American history. Supervisory experience and familiarity with RLIN or other computer-based system expected.

Full job description mailed on request. Salary in the $24,012–$32,232 per annum hiring range depending on qualifications. Position available Jan. 1, 1987, or as soon thereafter as possible. Send resume, including the names and addresses of 3 professional references, to:

William E. Wenz
Director for Library Personnel
Room 447 General Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

ing, receiving, OCLC cataloging, online database maintenance. Deputy to head of department. *QUALIFICATIONS:* ALA-accredited MLS, experience in manual and automated acquisitions procedures, and demonstrated ability to work effectively with faculty and staff at all levels are required. Experience with integrated online systems and technical services workflow desired. Salary depends on experience and qualifications, $22,000 minimum. Attractive benefits. **Applications received by Oct. 17 will be given preference.** Send resume and names/addresses of 3 professional references to: B. R. Wilkinson, Director, **Albin O. Kuhn Library and Gallery, University of Maryland/Baltimore County, Catonsville, MD 21228.** UMBC is an affirmative-action, equal-opportunity employer. Minorities and women are welcome to apply.

Assistant to the associate university librarian for technical services, Yale University Library. Unique **entry-level** opportunity to provide staff support for all phases of work of AULTS. Includes project analysis, statistical data collection, preparation of grant proposals, research on technical services policies and operations. *QUALIFICATIONS:* ALA-accredited MLS degree. Interest in and aptitude for the support of technical services in a large research library. Systematic approach to work, with attention to detail. Excellent analytical skills. Strong oral and written communication, with demonstrated ability to write clearly and logically. Organizational ability, including ability to manage broad variety of tasks in response to varying time pressures and constantly changing priorities. Ability to work independently. Experience with, or interest in, personal computers. Salary: from $22,500, dependent upon qualifications. Benefits include 22 days' vacation; 16 holiday, recess, and personal days; comprehensive health care; and relocation assistance. **To be assured of consideration, please send letter of application, resume, and names of 3 references by Oct. 24** to: Linda Green, Assistant Personnel Librarian, **Yale University Library, POB 1603A Yale Station, New Haven, CT 06520.** An EEO, AA employer.

Assistant to the director of general services, University of Illinois Library at Urbana-Champaign. Assists the director in all administrative matters connected with the general services department and has particular responsibility for monitoring the budget. General services department comprises technical processing, centralized circulation and reference services, the Rare Book and Special Collections Library, other special collections libraries, the Slavic and Asian libraries, and the Latin American, Afro-American, Africana, and Women's Studies/WID libraries. *REQUIRED QUALIFICATIONS:* MLS from ALA program, or equivalent; good communications skills and ability to interact with diverse groups; evidence of research orientation and ability to meet university requirements for promotion. *DESIRED QUALIFICATIONS:* one yr.'s experience (pre-MLS or post-MLS) of work in an academic/research library; knowledge of automation; knowledge of budgeting/accounting procedures. Tenure-track Assistant Professorship position; starting salary $20,000 upward, depending on qualifications and experience. **Application and nomination deadline is Nov. 17.** Send letter of application with complete resume, and names, addresses, and telephone numbers of 5 references to: Michael Gorman, Chair, Search Committee, **c/o Library Personnel Office, University of Illinois Library, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-0318.** AA, EEO employer.

Bibliographer, fine arts, language, literature. The University of Akron, Bierce Library, is seeking a fine arts, language, literature bibliographer starting Jan. 1, 1987. *RESPONSIBILITIES:* in consultation with departmental faculty, develop an information collection to support the teaching, research, and service programs of the university in the area of the fine arts. Select library materials, monitor expenditures, prepare collection policies, and evaluate the collection. Provide reference service and bibliographic instruction and conduct online searches. Serve as liaison between the library and the fine arts departments of the university. *QUALIFICATIONS required:* master's degree in library science from an ALA-accredited school; 2nd master's in a fine arts, performing arts, or literary discipline plus reading knowledge of one or more modern foreign languages. *PREFERRED:* 3 yrs.' experience in public service in an academic, public, or special library; coursework or work experience in at least 4 of the following: art, music, theater, dance, English language/literature, modern foreign languages/literatures, mass media, and speech communication. Must have strong written and oral communication skills and potential for active participation in academic and professional affairs. This is a 12-mo., tenure-track position with appointment at the Instructor level. 22 days' vacation with standard benefits package. Salary: $20,000–$23,000. **Application deadline: Nov. 1.** Send letter of application with resume and 3 current letters of reference specific to the position to: Anne Peterson, Fine Arts Search Committee, **Bierce Library, University of Akron, Akron, OH 44325.** The University of Akron is an equal-education and employment institution. Women and minorities are encouraged to apply.

Chemistry librarian, University of Illinois Library at Urbana-Champaign. Librarian is responsible for administration of Chemistry Library and for direction of its staff. With materials budget of approx. $218,000, librarian develops research collections in chemistry, biochemistry, and chemical engineering, and assures that reference, online searching, original cataloging, and other services are provided to meet library needs of faculty, students, and allied personnel in areas served. Librarian maintains strong working relationship with the School of Chemical Sciences faculty, the library administration, members of the Physical Sciences and Engineering Council, and other related units. *REQUIRED QUALIFICATIONS:* MLS from ALA school, or equivalent. Minimum of 3 yrs.' professional academic, research, or special library service. Public service experience. Supervisory and administrative experience. Familiarity with literature of chemical sciences. Understanding of needs of researchers and ability to provide service to diverse research-oriented clientele. Evidence of ability to meet university standards of research, publication, and service. *PREFERRED QUALIFICATIONS:* experience in collection development, online searching, or bibliographic instruction. *DESIRED QUALIFICATIONS:* coursework in chemical sciences. Salary $25,000 upward for appointment as Assistant Professor, $28,000 upward for appointment as Associate Professor, depending on qualifications and scholarly credentials. **For maximum consideration, applications and nominations should be received no later than Dec. 15.** Send letter of application with complete resume, and the names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Chief, humanities and social sciences department. Academic administrative position responsible for reference and instructional services and for the development of collections in support of the university's humanities, social sciences, and business programs. Administers the General Reference Arts Library and documents/maps sections, which include 18 library faculty, 17 staff and clerical, and approximately 70 part-time wage and student positions. Faculty assignment with academic rank reporting to the assistant dean and head of the reference and instructional services division. The chief of the humanities and social sciences department will plan, develop, and assess reference service programs; direct and evaluate the activities of those librarians assigned collection development responsibilities; coordinate the provision of general and specialized instructional services; oversee and cooperate with other library units in the expansion of automated services and the acquisition of electronic information resources; oversee working collections housed in academic units; participate in divisional planning, policymaking, and budget preparation activities; work with library computer operations and technical services staff on matters related to the library information access system; provide direction for library faculty and staff development; and regularly communicate with collegiate faculty and students to insure that library service and information needs are being met. *QUALIFICATIONS:* ALA-accredited MLS or equivalent; minimum of 5 yrs.' experience in an academic or research library required, including substantive administrative, reference, and collection development responsibilities; familiarity with electronic services and resources, and with online library systems (in particular online catalog components); demonstrated effectiveness in leadership, planning, and communication. Additional advanced degree in a discipline of the humanities or social sciences desirable. Potential for promotion and tenure will be considered. The University Libraries include a central collection and 6 subject libraries at University Park, and libraries at 20 campuses throughout the commonwealth. Collections include over 2.6 million volumes, as well as extensive holdings of maps, microforms, documents, archives, and manuscript materials. Serving approximately 60,000 students and 3,000 faculty at all locations, the libraries have developed an integrated, automated system (LIAS) which is being used in innovative ways to enhance and extend services. Penn State participates in ARL, RLG, OCLC, and the Pittsburgh Regional Library Center. Position available immediately. Salary and academic rank dependent on qualifica-

tions, minimum $30,000. Benefits include liberal vacation, excellent insurances, state or TIAA/CREF retirement options, and educational privilege. **Deadline is Oct. 15.** To apply, send letter of application, resume, and names of 3 references to: Chair, Search Committee, **Box LDS, Pennsylvania State University, E505 Pattee Library, University Park, PA 16802.** An equal-opportunity, affirmative-action employer.

Chinese studies librarian. Responsible, in consultation with program faculty, for collection development and selection of materials to support teaching and research needs in Chinese and Korean studies in both vernacular and Western languages; monitors and selects materials received on approval plans; manages library materials purchase funds; supervises preorder bibliographic search, maintenance, and preservation of collection; serves as a resource person for area gift and exchange programs. Reports to the head, department of languages and area studies, main library public services. This is an academic appointment carrying full faculty status and responsibilities, including research, publication, and service. *REQUIRED:* MLS from an ALA-accredited program; good-to-fluent reading knowledge of modern and classical Chinese; relevant experience in an academic or research library; knowledge of bibliographic and research methodologies in Chinese studies; demonstrated ability to communicate effectively orally and in writing in English. *PREFERRED:* knowledge of additional East Asian language; advanced degree in Chinese studies; familiarity with Chinese book trade; experience with online systems and/or bibliographic utilities such as OCLC or RLIN. Salary: $20,040–$27,000. **Apply by Nov. 15** to: Raquel Dowdy-Cornute, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.** Include names, addresses, and telephone numbers of at least 3 references. Qualified women, minority, and handicapped persons, as well as others, are encouraged to apply.

Collection access services head, Old Dominion University Library. Reporting to the associate university librarian, incumbent administers circulation, interlibrary loan, microforms, and photocopy services. The department has a staff of 11—including one librarian and 2 paraprofessionals—along with 20 FTE students. He/she supervises automated activities (circulation, interlibrary loan), suggests departmental policy and procedural needs, provides appropriate reports, and participates in librarywide planning. Qualifications: ALA-accredited master's degree; 3 yrs.' experience in an academic/research library with evidence of increasing responsibility; experience with one or more of the functional areas noted; experience with automated systems and OCLC highly desirable; excellent communication skills. Salary: $21,000 base. **Send letter of application; resume; names, addresses, and phone numbers of 3 referees; photocopies of all academic transcripts by Oct. 15** to: C. B. Duncan, University Librarian, **Old Dominion University, Norfolk, VA 23508.** ODU is an affirmative-action, equal-opportunity employer.

Collection development and public service librarian, the Texas Collection, Baylor University Libraries. Tenure-track position, faculty rank and status, available immediately. The library division of the Texas Collection contains 80,000 volumes; extensive holdings of periodicals, maps, microforms, and vertical files; and is a depository for Texas state documents. It works closely with the Texas Collection's manuscripts division, which includes collections of historical manuscripts, photographs, newspapers, university archives, and a microfilming program, and is the depository for the nation's third-largest oral history program. Founded in 1923 for research on Texas subjects, the Texas Collection interacts with the academic programs of Baylor University, a private university of 10,000+ students, and hosts a wide range of other researchers. Responsibilities include general oversight of library activities; collection development; creation of finding aids; reference assistance; significant involvement with a newly created interdisciplinary program in regional studies; planning for library system automation; participation in professional activities; supervision of full-time and student assistants. *MINIMUM REQUIREMENTS:* ALA-accredited MLS; responsible background in collection development/reference; demonstrated supervisory skills. Preferred qualifications: 2nd subject master's degree in a social sciences or humanities field applicable to local specialization; relevant area-related knowledge; professional experience in special libraries; skills in microcomputer applications; familiarity with overall library automation; facility in 2 or more foreign languages. 12-mo. contract; salary range from $21,500, commensurate with experience; outstanding fringe benefits package. **Preference given to applications received before Oct. 31.** Send letter and names of 3 current references to: Kent Keeth, Director, **The Texas Collection, Baylor University, POB 6396, Waco, TX 76706.** An equal-opportunity employer.

College librarian, Reed College, Portland, Ore. Following the retirement of Luella R. Pollock, Reed College seeks a college librarian. The intensely academic climate of the college places the library not only at the center of the educational process but at the very center of community life. Librarians who understand the workings and special problems of undergraduate libraries and who have substantial administrative and budgetary experience are invited to apply. Candidates should have a serious commitment to undergraduate education in the liberal arts and sciences and a strong professional background as evidenced by an MLS and a record of participation in professional affairs. Salary: $30,000–$45,000. **Deadline for applications is Nov. 15.** Anticipated starting date is July 1, 1987. Please send resume and arrange to have letters of recommendation sent to: Peter Steinberger, Chair, Librarian Search Committee, **Reed College, Portland, OR 97202.** Reed College is an affirmative-action, equal-opportunity employer.

Coordinator of audiovisual services. Main duties: manage the audiovisual department of Thomas Library. Interview, select, train, supervise, and evaluate all personnel within the unit engaged in software and equipment acquisition, distribution, maintenance, and production of educational media for class use. Reports to the director of the library. *QUALIFICATIONS:* master's degree with experience in media management and production; demonstrable creative and technical competence in a variety of media; ability to instruct students and faculty in the use and the production of educational media; ability to work effectively within the context of a comprehensive liberal arts college. Salary range: $20,000–$26,000. 11-month appointment, TIAA/CREF. **Please send a letter of application, a resume, and names and addresses of 3 references by Nov. 1** to: Imre Meszaros, Director of the Library, **Wittenberg University, POB 720, Springfield, OH 45501.** An EEO, AA employer.

Coordinator of library instruction, Assistant Professor (tenure-leading), humanities & social sciences department, starting Jan. 1, 1987. 1) Administer the present library instruction program of the university libraries; 2) responsible for coordinating the long-range planning and development of the library instruction program; 3) coordinate library tours; 4) serve on the reference/information desk; 5) assist with the general administration of the reference/information desk and reference collection; 6) liaison responsibilities with an academic department in the humanities or social sciences. *REQUIRED:* MLS from an ALA-accredited library school; 2 yrs.' professional experience in a public service department of an academic library; ability to relate well to patrons and staff. *PREFERRED:* experience either coordinating or actively participating in a library instruction program; experience in reference work; experience in online searching; graduate degree in the humanities or social sciences. Salary: $19,000 minimum for 12-mo. contract; may be higher based on experience. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Nov. 15** to: Kent Hendrickson, Dean of Libraries, **106 Love Library, University of Nebraska–Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

Director of libraries, Kenyon College. The director serves as chief administrative officer of the Chalmers and the newly completed Olin libraries, providing leadership in all aspects of the library's central role in a college of liberal arts. The director reports to the provost and is

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California University of Pennsylvania

Bibliographic Instructor/Reference Librarian

Full-time permanent position starting January 1987. *REQUIREMENTS:* MLS from accredited library school, previous teaching experience, knowledge of basic reference tools and automated library systems. *DUTIES INCLUDE:* develop and implement a formal bibliographic instruction program at both graduate and undergraduate levels; provide basic reference service to faculty and students; prepare specialized and general bibliographies. Evening and weekend duty as required. *SALARY RANGE:* $17,199–$28,015 at Instructor or Assistant Professor level. Salary and academic rank commensurate with education and experience. California University of Pennsylvania, founded in 1852, is located 40 miles south of Pittsburgh on the Monongahela River. It is one of 14 state-owned institutions of the Pennsylvania State System of Higher Education. There are over 5,000 students in graduate and undergraduate programs, with 270 faculty members. It is fully accredited by the Middle States Association of Colleges and Secondary Schools. Special accreditations include the National Council for Accreditation of Teacher Education, Council on Social Work Education, and the National Athletic Trainers Association. The colleges of Science and Technology, Liberal Arts, and Education offer approximately 150 courses of study leading to associate and bachelor's degrees. The School of Graduate Studies offers 30 master's degree programs; in addition, there are preprofessional endorsement and continuing education programs. The main campus consists of 48 acres and 33 buildings, with an off-campus recreation area of 88 acres. Dormitory accommodations on campus house 1,500 students. The Louis L. Manderino Library, completed in 1979, has a collection of some 265,000 monographic volumes, 1.1 million microform units, 1,400 periodical subscriptions, and over 57,000 audiovisual materials to support the curricular programs of the university. **Application deadline Nov. 1.** Submit 1) letter of application, 2) resume, 3) 3 letters of reference, and 4) transcripts to: **Ethel V. Davis, Search Committee Chair, Louis L. Manderino Library, California University of Pennsylvania, California, PA 15419.**

California University of Pennsylvania is an affirmative-action, equal-opportunity employer actively seeking minority candidates.

responsible for planning, budgeting, acquisitions, cataloging, reader services, bibliographic instruction, staff development, and supervision. Minimal requirements: MLS, with several yrs.' professional library experience; demonstrated ability to work with students, faculty, and staff in an academic environment, as well as to facilitate collection development, library automation, and enhancement of library services. Salary range: $30,000–$50,000 depending on qualifications and experience. Position available immediately. **Send letter of application, resume, transcripts, and 3 letters of reference by Nov. 1** to: Donald Rogan, Chair, Library Search Committee, **Kenyon College, Gambier, OH 43022.** Kenyon College is an equal-opportunity employer and encourages applications from women and minority candidates.

Documents coordinator and reference librarian. Search reopened. *REQUIREMENTS:* MLS (ALA-accredited) plus minimum of 4 yrs.' academic library experience in development, maintenance, and service of federal and state documents. *DESIRED QUALIFICATIONS:* significant collection development and maintenance experience dealing with government documents in printed and micro formats, and statistical information; professional reference experience; training and experience in using OCLC and other data retrieval systems. Ability to work harmoniously with other members of library staff and research-oriented faculty. *RESPONSIBILITIES:* serves as coordinator for documents in the library system including the development and maintenance of the U.S. government, U.N., and Indiana state documents. Works with technical processing and acquisitions staff, school and departmental librarians on selection, cataloging, access and servicing of documents. Faculty status and responsibilities; rank commensurate with education and experience. Benefits: 12-mo. appointment with 22 days' vacation. Group life, major medical, and disability insurance plans are in effect, as are TIAA/CREF and Social Security coverage. Salary: $20,000 and up depending upon qualifications. **Application deadline: Nov. 1.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Education and social sciences librarian, University of Illinois Library at Urbana-Champaign. Librarian is responsible for administration of Education and Social Sciences Library and direction of its staff. With materials budget of $167,800, librarian ensures that research-quality collections are maintained in anthropology, instructional materials, political science, psychology, social work, sociology, and speech and hearing science. Librarian assures that reference, original cataloging, and online services are provided to meet library needs of faculty, students, and allied personnel in areas served. Librarian maintains strong working relationship with faculty of the college and departments served, with library administration, Social Sciences Council, and other related units, and engages in instructional and promotional activities of the library. *REQUIRED QUALIFICATIONS:* MLS from ALA school or equivalent; minimum of 3 yrs.' professional experience of increasing responsibility in an academic, research, or special library, including successful and innovative experience in public services and supervisory and administrative experience. Must be familiar with literatures and with needs of researchers in fields served, as demonstrated by academic background or professional work experience, and ability to provide service to diverse research-oriented clientele; evidence of ability to meet university standards of research, publication, and service. *PREFERRED QUALIFICATIONS:* experience in collection development, cataloging, bibliographic instruction, or database searching. *DESIRED QUALIFICATIONS:* advanced degree in subject-related field. Salary $28,000 upward for appointment as Associate Professor or above, depending on qualifications and scholarly credentials. **For maximum consideration, applications and nominations should be received no later than Nov. 28.** Send letter of application with complete resume, 2 publications, and names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Director of the Library

Mott Community College, a leading comprehensive community college of approximately 10,000 students, is seeking qualified candidates for the position of library director. This position involves working with a staff of 10.5 FTE and a budget of $350,129. Qualifications include an MLS degree and at least 3 yrs.' library administrative experience. Salary range: $28,646–$42,755/yr. Expected starting date of position is Jan. 1, 1987. **Interested persons should submit a detailed resume, copy of transcripts, and at least one letter of reference by Oct. 15** to:

MOTT
COMMUNITY COLLEGE
Personnel Office – C142
1401 E. Court St.
Flint, MI 48502
313-762-0566

An EEO, AA employer, M/F/H

Education catalog librarian. 12-month, tenure-track, faculty position. Undergraduate degree in education or a behavioral science required with MLS from an ALA-accredited program; knowledge of AACR2, LC classification, LCSH, & OCLC or similar utility. Cataloging experience in automated library preferred. Salary commensurate with qualifications and experience. Minimum salary, $18,000. Applications accepted until position is filled. **Submit letter of application, resume, and names, addresses, and telephone numbers of 3 current references by Oct. 31** to: **Office of Academic Affairs, Library Search, Western Kentucky University, Bowling Green, KY 42101.** Affirmative-action, equal-opportunity employer.

Head, Architecture & Environmental Design Library at Arizona State University, home of significant special collections on Paolo Soleri and Frank Lloyd Wright. The library is located within the School of Architecture and is staffed by one professional (the head), 2 FTE support staff, and student assistants. The librarian reports to the associate university librarian for public services and is responsible for management of the branch, collection development, reference and research assistance, bibliographic instruction, and liaison with the college and the main library. *REQUIRED QUALIFICATIONS:* ALA-accredited MLS or foreign equivalent; public service experience in an academic, research, or special library; demonstrated managerial, communication, and interpersonal skills; subject expertise in one or more of the fields of architecture, art history, interior design, landscape architecture, urban design, and city planning. *PREFERRED:* administrative experience in a branch, unit, or department, preferably in an academic library; a minimum of 3 yrs.' public service experience in an academic or research library. Salary: dependent on qualifications ($23,000 and up). Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by Oct. 31 when review will begin.** Send letter of application which addresses each of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Assistant University Librarian, **Hayden Library, Arizona State University, Tempe, AZ 85287.** ASU is a committed equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Head, humanities division, with faculty rank. Responsible for the humanities public services division of the library directing the work of 3 professional librarians, 3 nonprofessionals, and 4 student assistants. Supervise collection development for materials in all literatures and languages, religion, the fine arts, architecture, general periodicals, library and information science, journalism, sports, and recreation. Sit on the library director's council and serve on council committees concerned with overall library operation. Master's degree from an ALA-accredited library school; a bachelor's or 2nd master's in a discipline in the humanities; at least 5 yrs.' experience in an academic library public services position, preferably in the humanities. Initial appointment with faculty rank of Instructor with advancement to Assistant Professor at the end of first year if merited. Good fringe benefits. Salary: $22,500 minimum. **For full consideration applications should be received by Dec. 1.** Submit letter of application with resume including names of 3 references to: Roscoe Rouse, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer.

Head of cataloging. Under the direction of the head of technical services. This position is responsible for the organization and administration of all functions essential to the bibliographic control of library materials including monographs, serials, and other media; coordination of cataloging activities including the optimal use of OCLC and NOTIS for all materials; supervision and training of staff; and maintenance of bibliographic apparatus including the online public access catalog database. *QUALIFICATIONS:* ALA-accredited MLS, demonstrated success in administrating and/or coordinating the efforts of others, minimum 2 yrs.' successful cataloging experience, excellent human relations skills, and demonstrated ability to communicate well are required. Level of consideration given to applicants will be directly related to the quality of their experience and the demonstration of leadership skills. Salary: $28,000 minimum. Faculty status, tenure-track appointment and good benefits. The R.M. Cooper Library is an important research library with a collection of 14,000 serial titles and 1,490,000 volumes. The total staff includes 23 librarians and 60 support staff. **Deadline for applications is Oct. 20.** Send letter of application with resume and 3 letters of reference to: Mike Kohl, Chair, Head of Cataloging Search Committee, **Robert Muldrow Cooper Library, Clemson University, Clemson, SC 29634-3001.** An EOE, AA employer.

Head, physical sciences and engineering public services division, with faculty rank. Position reopened. Responsible for the physical sciences public services division of the library and its staff. Direct the work of collection development of materials in physical sciences and engineering. Supervise the work of 2 professionals, 2 nonprofessionals, and 2 student assistants. Serve students and faculty at the reference desk; hold a position on library director's administrative council and serve on council committees concerned with overall library operation. Master's degree from an ALA-accredited library school; a bachelor's or 2nd master's in one of the physical sciences or in engineering; at least 5 yrs.' experience in an academic library public services position, preferably in physical sciences and engineering. Initial appointment

with faculty rank of Instructor with advancement to Assistant Professor at the end of first year if merited. Good fringe benefits. Salary: $27,600 minimum. **For full consideration applications should be received by Dec. 1.** Submit letter of application with resume including names of 3 references to: Roscoe Rouse, University Librarian, **Oklahoma State University, Stillwater, OK 74078-0375.** AA, EO employer.

Head, serials department. Administrative responsibility for operation of serials department in an Association of Research Libraries library with over 13,500 current serial titles. Library participating in Southeastern Association of Research Libraries serials project and National Endowment for the Humanities newspapers grant; implementing Virginia Tech Library System online integrated system. *RESPONSIBILITIES* include management of 2 professional librarians, 5 support staff plus students; serials acquisitions, cataloging, records control; interaction and coordination with other library departments. *QUALIFICATIONS:* MLS from an ALA-accredited program. Significant serials experience with increasing levels of responsibility. Knowledge of serials acquisitions, cataloging, records control. Familiarity with AACR2, MARC serials format, LC classification, LCSH, OCLC or comparable network. Evidence of successful supervisory experience, organizational skills, oral and written communication skills. Ability to work effectively with people. *DESIRABLE:* knowledge of automated serials control and one or more foreign languages. *SALARY AND RANK/BENEFITS:* permanent, 12-mo., full-time position, tenure-track, faculty equivalency. Assistant Professor (must meet minimum qualifications), $23,000 minimum. Associate Professor (dependent upon qualifications such as level of experience, education, and scholarship), $28,000 minimum. 22 days' vacation, sick leave, Blue Cross–Blue Shield, state and TIAA/CREF retirement plans. **Application procedure: send letter of application, resume, and names of 3 references by Oct. 31** to: Charles B. Osburn, Dean of Libraries, **University of Alabama, POB S, Tuscaloosa, AL 35487-9784.** The University of Alabama is an equal-opportunity, affirmative-action employer.

Head, Veterinary Medicine Library, Ohio State University Libraries. Responsible for the planning, organizing, staffing, and directing of activities in a library of over 37,000 volumes. Duties include teaching use of the library through reference services; bibliographic instruction to library patrons and groups; collection development. The staff of the Veterinary Medicine Library consists of a head, one full-time support staff, and student assistants. *REQUIRED:* MLS from an ALA-accredited program; extensive relevant post-MLS experience, including supervisory experience; demonstrated ability to communicate effectively orally and in writing. *PREFERRED:* advanced degree in the sciences; demonstrated knowledge of the literature in the relevant science fields; reference experience in an academic or research library, including online database searching. Salary: $23,040–$26,400. Faculty rank and salary are dependent upon experience and qualifications. Faculty are expected to meet university's requirements for promotion and tenure, including research, publication, and service. **Apply by Nov. 1** to: Raquel Dowdy-Cornute, Acting Head, **Library Personnel, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.** Include names, addresses, and telephone numbers of at least 3 references. Qualified women, minority, and handicapped persons, as well as others, are encouraged to apply.

Judaica bibliographer, Yale University Library. Under the general direction of the associate university librarian for collection development, performs collection development for Judaic studies in English, Hebrew, Yiddish, and Western European languages and for other humanities or social science areas of the collection as needed. *QUALIFICATIONS:* MLS from ALA-accredited library school. Undergraduate degree in humanities or social sciences, with advanced study in Judaic studies preferred. Minimum of 3 yrs.' professional experience, preferably in a research library. Knowledge of ancient and modern Judaic bibliographic sources and familiarity with the book trade in Judaic studies. Working knowledge of Hebrew and Yiddish. Knowledge of German language and literature desirable. Ability to work effectively with faculty, students, donors, and library and university staff. Salary from $27,000, dependent upon qualifications. Benefits include 22 days' vacation; 16 holiday, recess, and personal days; comprehensive health care; and relocation assistance. **To be assured of consideration, please send letter of application, resume, and names of 3 references by Nov. 7** to: Linda Green, Assistant Personnel Librarian, **Yale University Library, POB 1603A Yale Station, New Haven, CT 06520.** An EEO, AA employer.

Librarian (search reopened). Challenging generalist position in growing southern California community college with significant increased funding to revitalize the library. A good opportunity for professional growth and increasing responsibility. 10-month, tenure-track. ALA-accredited MLS required. 1–2 yrs.' post-MLS experience in an academic library preferred. Experience with OCLC, interest or experience in collection development and reference. Good communication skills and ability to work well with people essential. Annual salary: $22,000–$28,000 depending upon education and experience. Generous fringe benefits. Faculty status. Start date: January 1987 (earlier if possible). **Submit college application and resume by Nov. 1** to: Rae Yoshida, Vice President of Academic Affairs, **Antelope Valley College, 3041 W. Ave. K, Lancaster, CA 93536; 805-943-3241.**

Library graduate assistants. Mankato State University is seeking individuals who possess an MLS or MA in library science and who wish to work on a subject master's degree while gaining valuable professional experience in an academic library. MSU offers master's degrees in over 60 academic disciplines. Graduate assistantships are internships in the discipline—in this case, 2 disciplines—library science and the subject discipline of your choice. Graduate assistants supervise student workers and perform other professional services in the public and technical services of the library. Public service positions include reference, government publications, online database searching, interlibrary loan (MINITEX and OCLC), educational resource center, media production, circulation, maps, periodicals, and bibliographic instruction. Positions in the technical services include acquisitions, cataloging, library research, and system analysis. Successful candidates must show evidence of demonstrable working experience in one of the areas listed. Appointments may be made for a portion of the academic or calendar year. A full assistantship averages 20 hours of work and pays $148 per week. A total of $7,000 can be earned per annum. Additionally, graduate assistants qualify for in-state tuition and for one-half tuition remission of 6–12 credits per quarter. Mankato State University Library, a dynamic information center for over 14,000 students and local resident users, has a staff of 25 librarians, 24 classified, 20 graduate assistants, and over 250 student workers. Memorial Library is the home of the PALS automated system, a nationally known integrated library system featuring an online catalog, a circulation system, and an interlibrary loan module, with serials and acquisitions modules under development. A letter of application outlining your experiences in an academic library, your resume, and the names and telephone numbers of 3 current references should be sent to: Thomas M. Peischl, Dean of the Library, **Mankato State University, Box 19, Mankato, MN 56001; 507-389-5953.**

Periodicals/circulation librarian. New position. Responsibilities include: 1) management of periodicals department, including microfilm, binding, check-in, acquisitions, and weeding; 2) management of circulation department, including formulation of policy, charging procedures, stacks maintenance, equipment, circulation, and reserve; 3) supervision of 2.5 FTE clerical staff and 15–20 student assistants; 4) assistance with reference and computer searches as needed. Some nights and weekends. *REQUIRED QUALIFICATIONS:* MLS from ALA-accredited graduate school, minimum one yr.'s experience in public ser-

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Reader Services Librarian
Deputy Reader Services Librarian
Grinnell College

2 positions, effective with the academic year 1987/88, and available July 1, 1987. The persons appointed to these posts will divide between themselves responsibility for the Grinnell College Libraries' reference services, both print and computer-based; coordination of library instruction programs; supervision of interlibrary lending and borrowing activities; management of federal and state government documents collections; and oversight of the 16,000-volume Windsor Science Library. The reader services librarian will report directly to the librarian of the college and will in turn supervise the deputy reader services librarian.

A primary institutional goal is the enhancement of all aspects of library reader services. To this end, Grinnell College seeks creative, enthusiastic individuals whose additional qualifications shall include a graduate degree in librarianship from an ALA-accredited institution; a willingness to work hard in demanding situations and to exercise appropriate initiative with only a moderate degree of supervision; the ability to be both effective and tactful in meeting all elements of a campus community that makes heavy demands on its library services; and a positive attitude towards computer-based and electronic reference activities. Experience and a graduate degree in one of the humanities, sciences, or social sciences are desirable; it is also highly appropriate that one of the 2 successful candidates have either a strong academic background in the sciences and/or significant experience in science librarianship.

Salary and faculty rank will be determined, in accordance with college policy, by graduate credentials and/or extent of relevant experience. Salary range (both positions): $18,000–$25,000.

To be assured of consideration, applications should be received not later than Nov. 17. Letters of application, including a current vita and the names, addresses, and telephone numbers of at least 3 references, should be sent to: **Christopher McKee, Librarian of the College, Burling Library, Grinnell College, POB 805, Grinnell, IA 50112-0811.**

Grinnell College is an affirmative-action, equal-opportunity employer and especially invites and encourages applications from women and minority candidates.

Assistant University Librarian for Collection Management

Duke University

As a member of the executive staff, this senior administrator reports directly to the university librarian and has responsibility for the management and development of the Perkins Library collections. Primary duties include formulating collection development policies and procedures; directing a collection assessment program; allocating and monitoring a budget of over $2 million for scholarly and informational resources, in both print and electronic formats, in support of university programs; coordinating the activities of a large group of subject area librarians and directly supervising a corp of bibliographers and the head of the acquisitions department; serving as liaison with university faculty and administration as well as Research Triangle organizations; planning innovative cooperative programs for the coordination and sharing of scholarly resources; representing the library's collection development concerns and interests through participation in local, state, regional, and national discussions. The AUL chairs a Resource Advisory Council, composed of selectors throughout the library, who aid in developing and executing systemwide collecting priorities.

An MLS degree from an ALA-accredited library school and advanced graduate work in a field of the humanities or social sciences are preferred. The position requires 5 yrs.' substantial experience in collection development in an academic or research library; demonstrated evidence of managerial, leadership, and creative abilities; knowledge of national and international trends and issues in collection management and the acquisition of library materials; understanding of the role of the library in academic research; effective oral and written communication skills; superior interpersonal skills and ability to work positively with library staff, faculty, and university administration; knowledge of and commitment to cooperative collection development, library automation, and use of a national bibliographic utility; reading knowledge of one or more foreign languages. Desirable qualifications include budget experience and understanding of financial analysis, as well as evidence of university service, research, or participation in professional associations. Minimum salary of $40,000. Excellent fringe benefits including assistance with relocation costs and tuition support for self and family. **Deadline for applications is Nov. 10.** Position is available Jan. 1, 1987. Submit letter of application, resume, and list of references to: **Ann F. Stone, Personnel Librarian, Duke University, Durham, NC 27706.**

Duke University is an affirmative-action, equal-opportunity employer.

vices area of an academic or public library, working knowledge of OCLC and BRS or DIALOG, excellent written and oral communication skills, and an enthusiasm for working with the public. Desired qualifications include: experience with media equipment and knowledge of automated serials control systems. The library plans to automate serials control within the next 2 years. The BSC Library serves a student body of 1,650, has a book collection of 150,000 volumes and 800 periodical subscriptions, and is a partial federal depository. Position available Jan. 1, 1987. Salary range: $18,000–$20,000. **Application deadline: Oct. 15.** Send letter of application, resume including names and addresses of 3 current references, official transcripts, and placement file if a graduate from library school within the last 3 years to: Irvin Penfield, Dean, **Birmingham-Southern College, Box A-1, Birmingham, AL 35254.** BSC is an AA, EOE.

Physics/astronomy librarian, University of Illinois Library at Urbana-Champaign. Permanent position available immediately. Librarian is responsible for all aspects of administration and operation of Physics/Astronomy Library. With materials budget of approx. $120,000, the librarian, in cooperation with the faculty, is responsible for collection development in physics, astrophysics, and astronomy. Librarian assures that reference, original cataloging, and other services are provided to meet library needs of faculty, students, and allied personnel in areas served. Librarian maintains strong working relationship with faculty, administration, and other related units and engages in instructional and promotional activities for the library. Active participation in research and professional service complements library responsibilities. *REQUIRED QUAL.:* master's degree in library science from ALA school, or equivalent; minimum 3 yrs.' professional academic, research, or special library service with increasing responsibility and including experience in public services, supervision, and administration; knowledge of, or experience in, literature of physical sciences and/or engineering and the needs of researchers; ability to work with diverse research-oriented clientele; evidence of ability to meet university standards of research, publication, and service. *PREFERRED QUAL.:* experience in collection development, cataloging, reference, or bibliographic instruction, familiarity with automated information systems and service. *DESIRED QUAL.:* undergraduate degree in physical sciences. $25,000 upward at Assistant Professor level; $28,000 upward at Associate Professor level; level of appt. depends on quals. and scholarly credentials. **Application and nomination deadline: Nov. 3.** Send letter of application with complete resume and names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Public services director. Search extended. Manage Idaho State University Libraries' public service departments, including circulation, reference, periodicals, documents and subject specialists, with a staff of 7 professionals and 10 paraprofessionals. ISU is an RLIN library utilizing the VTLS integrated library system. Requires MLS from a program accredited by ALA plus strong library supervisory/managerial experience (5 yrs.' preferable) in a 4-yr. academic institution. Collection development experience and knowledge of library automation desirable. Salary: $30,000–$33,000 depending upon qualifications and experience. 12-mo. appointment with 24 days' vacation a year. **By Dec. 1, please submit a letter of application (please state date of availability), resume, and 3 current letters of reference** to: Don Tebbetts, Acting University Librarian, **Idaho State University, POB 8089, Pocatello, ID 83209.** Idaho State University is an equal-opportunity, affirmative-action employer.

Public services/media librarian. New position. Responsibility for supervising instructional media and curriculum center, development of bibliographic and audiovisual instruction for teacher education program, and participation in general reference and collection development. 12-mo. administrative position with faculty status, ALA-MLS preferred, excellent communication skills, supportive of a Christian liberal arts college. Minimum 2 yrs.' experience. Available immediately. Salary range: $17,500–$19,500. **Closing date: Nov. 1.** Application, vita, transcripts, and names of 3 references should be addressed to: Lee Bowker, Provost, **Augustana College, Sioux Falls, SD 57197.** EOE, AA.

Reference librarian (experienced) with strong subject specialty. Familiarity with collection development; commitment to bibliographic instruction. Online searching skills desirable. Education: ALA-MLS required; subject master's desirable. 12-mo. contract, tenure-track faculty appointment. Salary: $22,000 minimum. **Deadline for application: Oct. 31.** Submit resume with names and addresses of 3 references to: Ina Robertson, Chair, Library Faculty Search Committee, **Sangamon State University Library, Shepherd Rd., Springfield, IL 62708.** Sangamon State University is an affirmative-action, equal-opportunity employer.

Science cataloger. Under the direction of the head of the original cataloging section, coordinates the cataloging of science and technology materials in all formats. Identifies cataloging issues and resolves problems arising from the integration of these materials into the libraries' local online catalog. Supervises, trains, and evaluates one FTE librarian. Catalogs, classifies, and provides subject analysis for monographs in the sciences. May include biological, health, and/or physical sciences and technology. Works with science branch libraries on cataloging problems and issues. Participates in the development and codification of divisional policies and procedures and in the implementation of the libraries' Geac online catalog/circulation system. Participates in library committees and meetings as appropriate. The University of Washington Libraries is currently implementing the Geac online catalog/circulation system. A key responsibility of this position will be to work with cataloging issues relating to science materials which arise as the database is built. *QUALIFICATIONS:* graduate degree from a program accredited by the American Library Association. A minimum of 3 yrs.' post-MLS cataloging experience, 2 of which must be in the sciences, required; academic or research library experience preferred. Thorough knowledge of current and past cataloging rules and Library of Congress cataloging practice and classification required. Knowledge of NLM classification and MeSH preferred. Experience with nonmonographic formats desirable. Academic degree or coursework in the sciences required. Strong oral and written communication skills and effective interpersonal skills required. Supervisory experience desirable. Knowledge of at least one Western European language required. Experience with an automated cataloging system, preferably OCLC, required. Experience with a local online system desirable. Salary: $21,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5:00 pm, Oct. 31.** Send letter of application, full resume, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Charles E. Chamberlin, Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Section head, copy cataloging section. Responsible for planning, supervision, & training of 13 FTE section staff. MLS or equivalent, 3 yrs.' original cataloging experience using an automated system, AACR2, LC classification/LC subject headings; 2 yrs.' supervisory & training experience; effective communication & human relations skills, & working knowledge of one major Western European language required. Associate Librarian ($27,500–$38,300) or Librarian ($31,300–$46,300) rank. **Send letter of application, resume, & names of 3 professional references by Oct. 31** to: Carolyn J. Henderson, Library Personnel Officer, **Stanford University Libraries, Stanford, CA 94305.**

Cite #286-AL on all correspondence. EOE, AA.

Serials cataloger, technical services, Mississippi State University Libraries. Search reopened. *QUALIFICATIONS:* ALA-accredited MLS degree required. 2 yrs.' work experience in an academic library as a professional catalog librarian preferred, with one of the 2 yrs. having been in serials cataloging. Knowledge of Library of Congress classification and subject headings, *Anglo-American Cataloguing Rules* (2nd ed.), MARC/OCLC format, ALA filing rules, and experience in using OCLC cataloging subsystem required. Reading knowledge of at least one foreign language, preferably French or German, desired. Effective oral and written communication skills and the ability to work effectively with faculty and students required. *DUTIES:* responsible for original and copy cataloging of serial materials, new and reclassed. Establishment of and updating authority headings. Maintaining of section of the library's main card catalog. *BENEFITS:* include faculty rank, status, privileges, and responsibilities; enrollment in the state retirement system; comprehensive medical coverage; university holidays and annual and health care leave. *SALARY:* approximately $18,000, commensurate with qualifications and experience. *AVAILABLE:* immediately. (This position will be filled only if a suitable applicant is found.) ***APPLICATION PROCEDURE:*** **send letter of application, resume, and official university transcripts, including names and addresses of at least 3 references (preferably work), by Oct. 14** to: Frances N. Coleman, Chair, Search Committee, Serials Cataloger, **POB 5408, Mississippi State University, Mississippi State, MS 39762.** Mississippi State University is an equal-opportunity, affirmative-action institution.

Serials department head. Serves as head of a combined public and technical services department in a large San Francisco Bay Area library. San Jose State University is a major multipurpose university and a center for higher education in urbanized, high-technology Silicon Valley with 25,000 students enrolled in 77 bachelor's and 59 master's programs. The department head supervises one catalog librarian, 5 support staff, and over 30 student employees. Provides leadership and planning for automated serials operations, involving 6,500 subscriptions and circulation of 70,000 serials annually. Requires an MLS from an ALA-accredited program, 2 yrs.' library supervisory experience, and experience with automation of library technical operations. Excellent communication, leadership, and organizational skills also essential. A record of progressive professional and/or scholarly development is expected. 12-mo. appointment plus fringe benefits, with appointment at the Senior Assistant or Associate Librarian rank depending upon individual qualifications ($27,756–$42,228). Full job description available upon request. **Apply by Oct. 31** with a letter of application, including a complete resume and names of 5 references, to: University Librarian, **Clark Library, San Jose State University, One Washington Square, San Jose, CA 95192-0028.** An equal-opportunity, affirmative-action, Title IX employer.

Social sciences reference librarian. Search reopened. *REQUIREMENTS:* MLS (ALA-accredited). Minimum of 2 yrs.' professional academic reference experience in the social sciences. *DESIRED QUALIFICATIONS:* reference experience including computer-based information services. Advanced degree in the social sciences; reading knowledge of one West European language. Demonstrated ability to work effectively with research-oriented faculty, library staff, and other members of the academic community in an intellectually challenging environment. *RESPONSIBILITIES:* provides reference service and database searching to undergraduates, graduate students, and faculty members, with emphasis on the social sciences. Liaison work with faculty; participation in collection development. Faculty status and responsibilities. Rank commensurate with education and experience. Promotion and tenure require meeting standards of excellence in librarianship, publishing, research, and service. 12-mo. appointment with annual vacation of 22 days. Group life, major medical, and disability insurance are in effect as are TIAA/CREF and Social Security. Salary: $20,000 and up, depending upon qualifications. **Application deadline: Nov. 1.** Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Dean and University Librarian

The University of Cincinnati invites nominations and applications for the position of dean and university librarian. The university librarian reports to the senior vice president and provost and is the chief academic and executive officer for the central and branch libraries. He or she will develop and administer policies and procedures to provide optimum library support for teaching and research, direct the library's planning and budgeting activities, provide leadership in the implementation of an automated system, and represent the University Libraries to all university and community constituencies and to the research library community.

The University Libraries include a central library facility and 9 college and departmental libraries. The libraries employ 165 staff members (33 librarians and 132 support staff). Implementation of an automated library system is in progress. The University of Cincinnati is a charter member of the Association of Research Libraries (ARL) and maintains memberships in the Center for Research Libraries (CRL), the Online Computer Library Center (OCLC), and the Greater Cincinnati Library Consortium (GCLC). The dean and university librarian is a member of the Deans' Council and the Graduate Council.

The University of Cincinnati, which traces its origins to 1819, was for many years the second-oldest and second-largest municipal university in the country. It is now a member of the state of Ohio university system and is one of only 2 universities in the system which have been designated by the Ohio Board of Regents as comprehensive doctoral-granting institutions. The University of Cincinnati is a leading participant in Ohio's Academic Excellence Program which provides enhanced funding to selected academic units. Its enrollment now exceeds 30,000 including over 5,000 graduate students.

QUALIFICATIONS: the successful candidate must have a master's in library science from an ALA-accredited institution. A PhD is highly desirable. In addition, he or she must have 1) demonstrated leadership abilities; 2) at least 5 yrs.' successful administrative experience; 3) knowledge of current trends in research libraries and library automation; 4) a record of both professional and scholarly achievement; and 5) the ability to communicate effectively. The position is a 12-mo. administrative appointment. The salary is open and competitive. The minimum salary is $60,000.

Nominations and applications will be reviewed beginning Oct. 30; however, they will be received until an appointment is made. Nominations and applications with resume with list of references should be sent to:

Robert J. Werner, Chair
Dean and University Librarian Search Committee
640 Langsam Library
Cincinnati, OH 45221-0033

UC is an affirmative-action, equal-opportunity employer.
Women and minorities are encouraged to apply.

Southeast Asian librarian, John M. Echols Collection, John M. Olin Research Library, Cornell University Libraries. The John M. Echols Collection on Southeast Asia has over 200,000 volumes and includes comprehensive holdings on all countries in the region, including monographs, periodicals, newspapers, microtexts, maps, and manuscripts. The holdings are in all the national languages of Southeast Asia as well as materials in Chinese, Japanese, Indian, and European languages. This new position has been created to assist the curator of the Echols Collection in the overall operation and development of this premier Southeast Asian collection and will include extensive opportunities to work with other staff and faculty in developing this national resource. Specific responsibilities will include supervision of the precataloging work of vernacular language specialists, liaison with the Southeast Asia sections of the library's central technical service departments, and assistance with the daily public service function of the collection. *QUALIFICATIONS:* MLS from accredited library school and a thorough understanding of both public and technical service operations are required. Familiarity with Southeast Asia and at least one area language is desired. The position is at the rank of Assistant Librarian/Senior Assistant Librarian and is fully funded. **Closing date: applications are requested by Nov. 15.** Salary: $18,000 plus, dependent upon qualifications and experience. Rank: Assistant Librarian/Senior Assistant Librarian; rank dependent upon experience. Available: immediately. Apply to: send cover letter, resume, and a list of 3 references to: Carolyn A. Pyhtila, Personnel Director, **235 Olin Library, Cornell University, Ithaca, NY 14853-5301.** Cornell University is an equal-opportunity, affirmative-action employer.

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2 positions. 1) **Head, reference services** and 2) **head, technical services.** Rensselaer Polytechnic Institute, a dynamic, private university, seeks candidates for 2 of its library departments. Both positions direct their units in establishing, implementing, and evaluating operational goals and objectives; organize and administer the human and fiscal resources of the units; and participate in librarywide planning and policy formation. Each position supervises 4 librarians and accompanying clerical staff. *Reference services* include reference, online searching, interlibrary loan, government documents, and collection development. *Technical services* operates in a highly automated environment including serials, acquisitions, and cataloging. *REQUIREMENTS:* ALA-MLS; minimum 5 yrs.' professional experience; demonstrated ability in supervising the work of others and in facilitating change; strong analytical and problem-solving skills; effective leadership in the development and implementation of new programs and in interactions with faculty and staff. Salary: minimum $27,000. Rensselaer Polytechnic Institute has an attractive benefits program and is located in the Capital District of New York State which offers many academic, cultural, and recreational opportunities. **Send resume and names of 3**

current references by Nov. 15 to: Barbara Lockett, Director of Libraries, **Rensselaer Polytechnic Institute, Troy, NY 12180-3590.** The institute is an equal-opportunity, affirmative-action employer.

LAW LIBRARY

Head of public services, West Virginia University Law Library. Responsible to the director for planning and coordinating reference, circulation, reserve, government documents, interlibrary loan, and service to the bar. Will share reference duties, assist with book selection, and will work with director in planning and teaching first-year and advanced legal research courses. Must work some evenings and weekend hours. *QUALIFICATIONS:* MLS from ALA-accredited school; minimum 3 yrs.' reference experience in academic law library; substantial experience with LEXIS, WESTLAW, DIALOG, and OCLC. Salary: $16,000–$18,000. **Application deadline: Oct. 15.** To apply: send resume with 3 references to: Camille M. Riley, Law Librarian, **West Virginia University, POB 6130, Morgantown, WV 26506-6130.** Equal-opportunity, affirmative-action employer.

ALA

Executive Director

Library Information and Technology Association (LITA)

A division of the American Library Association

Responsible for the management and implementation of LITA programs and services as determined by its Board of Directors. The executive director manages the LITA headquarters staff, works with other ALA divisions, represents LITA to other associations and agencies, oversees publishing and conference activities, develops and maintains a business plan for the association, acts as LITA's budget officer, makes policy recommendations to the board, and serves as the board secretary. *QUALIFICATIONS:* applicant should have extensive knowledge of librarianship and library and information technology; demonstrated competence in a management and administrative position; ability to communicate effectively; experience in planning and budgeting; ALA-accredited graduate library degree. Must be able to work well with a wide range of groups and individuals. Salary schedule: $35,557–$53,335, negotiable within range. **Closing date for applications: Oct. 27.** Send letter of application and resume to: **Personnel Office, American Library Association, 50 E. Huron St., Chicago, IL 60611.**

An equal-opportunity, affirmative-action employer

ASSOCIATION

Executive Director

Executive director for both the Ohio Library Association and the Ohio Library Trustees Association. Applicant must have ability to administer services, public relations and staff; manage finances, publications, conferences, and workshops; oversee program activities; work with other associations, government agencies and legislature.

OLA has 2,000 + personal members and annual budget of $200,000+. OLTA is supported by 215 public libraries and an annual budget of $165,000+. The joint office (with a staff of 5.5 FTE) is in Columbus with easy access to state offices.

Start: May 1, 1987. MLS from an ALA-accredited library school preferred. Minimum salary $40,000; fringe benefits. Letters of nomination welcome. **Send resume and names of 3 references by Nov. 1** to:

J. B. Stubbins
POB 1229
Zanesville, OH 43702

Executive Director

California Library Association

The California Library Association (CLA) is seeking a dynamic, personable, creative individual with proven managerial skills and leadership qualities to assume the position of executive director following the retirement of the incumbent at the end of 1986.

Headquartered in Sacramento, CLA has a membership of 3,000 and an annual budget of $350,000.

The executive director has four major areas of responsibility:

- Association/office administration/management
- Legislative advocacy
- Membership services
- Conference management

Candidates must be able to demonstrate skills and experience in each of these areas.

CLA is about to implement a major office automation project at the association's headquarters. Candidates should have some knowledge of and experience in office/library automation.

MLS or CAE desirable, but candidates without these qualifications will be considered if able to show equivalent education/experience.

Salary negotiable depending on qualifications but minimum is $40,000 per year.

Generous fringe benefit package.

Submit resume to: **Holly Millard, President, California Library Association, c/o Metropolitan Cooperative Library System, 2235 N. Lake Ave., Suite 106, Altadena, CA 91001.**

EOE

NETWORK

Member services coordinator. Library network seeks member services coordinator. Primary duties include conducting training and workshops, and communicating with member and potential member libraries regarding computerized bibliographic and information systems, chiefly the services of OCLC. *QUALIFICATIONS:* MLS degree, proven excellence in written and oral communication, and thorough understanding of library operations and their automated applications. Desirable: experience with writing technical memoranda, manuals, and training guides. Highly desirable: experience with training library professional and support staff on OCLC subsystems and with microcomputer applications to library processing, particularly OCLC MicroEnhancers. Essential: experience with OCLC cataloging (MARC and AACR2); additional subsystems preferred, such as interlibrary loan. Travel within Ohio is necessary. Starting salary range is $19,081–$23,000, plus benefits. Send resume to: Joel Kent, Assistant Director for Member Services, **OHIONET, 1500 W. Lane Ave., Columbus, OH 43221-3975.** EEO, AA.

PUBLIC LIBRARY

Adult reference librarian. Serving a growing population in northwestern lower Michigan, the Traverse Area District Library is seeking a perceptive, congenial, service-minded, people-oriented librarian with strong reference skills. MLS required. Experience in online searching desired. Beginning salary $19,156 plus benefits. This new position is open until filled. The 80,000-volume library is supported by a 10-year tax levy and is experiencing a lot of change and increase in use. Letter of application and resume to: Mike McGuire, Director, **Traverse Area District Library, 322 Sixth St., Traverse City, MI 49684.**

Adult services librarian: immediate opening for accredited ALA-MLS, one yr.'s professional experience preferred. Position plans, implements, and manages comprehensive program of service to adults. Salary: $18,000. **Send letter of application, resume, and 3 references by Nov. 15** to: Ann Ramsey, Director, **Chester County Library, 100 Center St., Chester, SC 29706.** EOE, AAE.

Branch librarian. Johnson County Library in Shawnee Mission, Kans., has an opening for branch librarian. This position supervises one of 8 branches that comprise a library system serving a population of 300,000. Responsibilities will include provision of reference services, readers' advisory (minimal online searching), patron education/instruction; selection, maintenance, and merchandising of materials collection; and supervising the general operation of the branch. *QUALIFICATIONS:* MLS and prior public library experience preferred. Salary: $17,368–$20,426 depending upon qualifications and experience plus benefits. **Submit resume and names of 3 references by Oct. 31** to: **Johnson County Personnel, 100 E. Santa Fe, Suite 206, Olathe, KS 66061.** EOE, M/F/H.

Cataloger for subscription library serving researchers and general membership. Primary duty original cataloging, but also handles general duties. Library not part of any system and has no computer hook-up. Requires ALA-accredited MLS with 2 yrs.' cataloging experience. 4-day week with alternating Saturdays; no evening or Sunday work. 4 weeks' vacation and medical coverage. Salary range: $15,000–$18,000. Send resume to: Catherine E. Sadler, **Charleston Library Society, 164 King St., Charleston, SC 29401.**

Catalog librarian (Librarian I). Performs OCLC original cataloging of adult and juvenile materials; inputs AV materials on DYNIX; analyzes and solves cataloging problems; reviews and assigns call numbers and subject headings to print and nonprint cataloging records on OCLC. *REQUIREMENTS:* ALA-accredited MLS. Salary: $18,973.50. Excellent benefits. **Application deadline: Oct. 20.** Send resume to: **Personnel Office, Richland County Public Library, 1400 Sumter St., Columbia, SC 29201.** EOE, AA employer.

Children's and YA librarian. Coordinates active program of youth services in rural library serving population of 40,000. System includes main library, one branch, and a bookmobile. Responsible for planning material selection, collection development, conducting programming at main, supervising at the branch, and coordinating services with school and community agencies. MLS preferred. Salary range: $14,600–$16,000. Position available immediately. Submit qualifications to: Penny Albright, Dir., **Kershaw Co. Lib., 1304 Broad St., Camden, SC 29020.**

Children's librarian. Provide reference and information services to the public; assist patrons in use of library services; promote library services to community groups and schools; service development; develop and conduct children's programs. ALA-MLS; previous experience desirable. Minimum salary: $17,000. Excellent benefits. Send resume to: Susan Buczek, **Lake County Pub. Lib., 1919 W. 81st Ave., Merrillville, IN 46410.**

Children's librarian. Responsibilities include collection development; programming; liaison with community. Supervisory ability required. MLS required. Experience preferred. Salary: $17,139 negotiable. Applications accepted until position is filled. Granite City is located in the metro St. Louis area. Send resume and references to: R. J. Stack, Director, **Granite City Public Library, 2001 Delmar Ave., Granite City, IL 62040.**

LIBRARY EDUCATION

School of Information Studies
Dean

Syracuse University invites applications and nominations for the position of dean of the School of Information Studies. This 12-mo., tenured, faculty appointment will be available as early as Jan. 1, 1987.

The dean is the chief academic administrator of the School of Information Studies, which has a faculty of 14 who are very active in research and teach a broad range of degree programs: MS in information resources management, master's of library science, PhD in information transfer, and BS in information studies.

The qualities that are sought in the person who fills this position include: leadership and administrative ability, with a strong commitment to collegiality; the willingness and ability to be an energetic advocate for the school, both within and outside the university; an international perspective; and scholarship commensurate with a full professorship. The school has a broad view of information studies, recognizing the need for the synthesis of contribution from such diverse fields as librarianship, computer science, linguistics, communication, education, and the social, management, and behavioral sciences. Starting minimum salary $50,000.

The university would like to receive applications and nominations by Oct. 31. Please send a curriculum vita and the names of at least 3 references to: **Charles R. McClure, Chair, Search Committee, c/o Office of the Vice Chancellor of Academic Affairs, 304 Administration Building, Syracuse University, Syracuse, NY 13244-1100.**

Syracuse University is an affirmative-action, equal-opportunity employer.

MEDICAL LIBRARY

Library

DIRECTOR REFERENCE SERVICES DEPARTMENT

The American Medical Association seeks an accomplished reference librarian to manage activities and supervise staff of our Reference Services Department. The director manages eight staff members and is responsible for the broad interpretation and execution of department activities. Information services include general and online literature research, clearinghouse activities, analysis and interpretation of information, user education, and collection development.

Requires a minimum 3 years of progressively responsible information service experience at supervisory or administrative level, preferably in a health science or biomedical environment; Master's degree in library or information science from an ALA-accredited school (Ph.D. preferred); and familiarity with online database searching techniques.

Competitive salary ($32,000) and benefits are offered. Qualified candidates please respond with resume and salary history to:

Karen D. Nixon
Div. of Placement/782-HFA
AMERICAN MEDICAL ASSOCIATION
535 N. Dearborn St.
Chicago, IL 60610
equal opportunity employer

City librarian. The city of Abilene, Texas, has an opening for city librarian. This is administrative and advanced professional work in directing the operation of a city library system and requires 5 yrs.' progressively responsible administrative/supervisory experience in professional library work. Graduation from an ALA-accredited college or university with a master's degree in library science or information science is required. Salary $27,564–$35,832 annually. **Deadline for submitting application or resume is Nov. 21.** Submit information to: Pam D. Collins, Director of Personnel, **City of Abilene, POB 60, Abilene, TX 79604.** Equal-employment-opportunity, affirmative-action employer.

Coordinator of children's services. Search reopened. Available immediately. Coordinates development of collections, services, and programs for children in Central Library and 2 branches. Directs activities of busy department at Central Library. Includes training and supervision of 1.5 FTEs, public relations, readers' advisory service. Excellent interpersonal and administrative skills and a master's degree from an ALA-accredited library school required, 2 yrs.' library experience preferred. Minimum $19,000 plus liberal benefits. For first consideration, send resume and names, addresses, and telephone numbers of 3 references to: Dorothy Sanborn Elliott, Director, **St. Joseph Pub. Lib., Tenth and Felix Sts., St. Joseph, MO 64501; 816-232-7729.**

County library director. Immediate opening for ALA-accredited MLS. Administrative and supervisory experience preferred. Must be public-service-oriented. Responsibilities include supervision of 6 FTE, administration of $135,000 annual budget, and management and coordination of a variety of library programs, services, and activities. Excellent opportunity for qualified professional with good leadership skills. New headquarters building. Salary range: $16,000–$18,000 (negotiable, d.o.q.) with good fringe benefits package. **Closing date for applications: Nov. 15.** Send letter of application, resume, and 3 references to: Search Committee, **Marlboro County Library Board of Trustees, Market St., Bennettsville, SC 29512.**

Department coordinator for Great River Regional Library. Responsible for planning and operation of audiovisual media services for entire system and supervision of department staff at St. Cloud headquarters. Search reopened. *QUALIFICATIONS:* master's degree in librarianship or library media and 2 yrs.' successful experience as a professional librarian. 1987 salary: $25,068. Fully paid family health care insurance, dental and life insurance, 11 paid holidays, vacation, and generous sick leave policy. Live and work in one of the healthiest states in the U.S.A. Position available Jan. 1, 1987, or immediately at 1986 salary level. GRRL is a 23-branch, consolidated, regional public library system serving a population of 280,000 in central Minnesota. **Submit letter of application, resume, and credential file or list of 3 references by Oct. 17** to: Mona Carmack, Director, **Great River Regional Library, 405 W. St. Germain, St. Cloud, MN 56301.**

Director of technical and automation services for a district library 35 miles southwest of Chicago; library serves a population of 49,000 with a collection of 153,000. District has Gaylord ARMS (Automated Resource Management System) which includes circulation control and public-access catalog. *RESPONSIBILITIES:* supervise technical services staff of 7 FTE; develop and administer district automation project; administer the processing and cataloging of all library materials. *REQUIREMENTS:* MLS with coursework in computer science desirable; 6 yrs.' professional service in a library, preferably public, of which at least 3 have been related to automated systems and technical services functions and 2 yrs. have been in a supervisory

Director
Kalamazoo Public Library

The Kalamazoo Board of Education seeks a library executive for a beautiful community in southwest Michigan, a business center and college town with exceptional cultural resources. Main library, 4 branches, 2 bookmobiles serve 115,000 people with a collection of 300,000 and a staff of 90+ positions. An affirmative-action, equal-opportunity employer.

The director, with executive responsibilities as directed by the board, is the chief operating officer of the library and responsible for: overseeing development of quality library collections and daily operations of quality library services, maintenance of all library assets, long-range planning including for services and facilities, recommendation of action policies to the board with clear prioritization of alternatives, community participation and active public relations, efficient organization and utilization of staff resources while encouraging positive human relations, involvement in contract negotiations and administration of collective bargaining agreements, financial management consistent with board policies and state and district practices, interaction with other libraries and their organizations regionally and nationally, and other duties that the board may establish.

MINIMUM REQUIREMENTS: ALA-accredited MLS; 8 yrs.' professional experience emphasizing public libraries, with 4 in management or supervision; leadership qualities. Salary: $48,000+.

Submit resume, and appropriate cover letter, before Nov. 1, to the library executive search firm of:

Gossage Regan Associates, Inc.
15 W. 44th St.
New York, NY 10036

capacity. Salary range: $20,540–$27,787. **Closing date: Oct. 31.** Send letter of application, resume, and salary history to: Karen T. Anderson, Director of Administrative Services, **Fountaindale Public Library District, 300 W. Briarcliff Rd., Bolingbrook, IL 60439.**

Executive director, Lewis and Clark Library System. Responsible for providing innovative leadership in the overall administration of a multitype library system. *REQUIREMENTS:* MLS from an ALA-accredited school, plus a minimum 8 yrs.' professional library experience with 4 yrs.' administrative experience; demonstrated ability in personnel management, program planning, budgeting, interlibrary cooperation, ability to work with other librarians and representatives of government, and a thorough knowledge of automated systems. Effective communication skills essential. Experience in more than one type of library preferred. Salary: $35,000–$40,000; the beginning salary will be based on qualifications and experience. LCLS is a 7-county urban/rural regional library system serving 89 members in the metro St. Louis area. **Send letter of application and resume which must include 3 references by Nov. 14** to: **Susan Fremming, Board President, 223 Circle Dr., Edwardsville, IL 62025.** AA, EOE.

General consultant. General field consultant needed to advise public libraries on all aspects of administrative management, including budgeting, personnel administration, buildings and space utilization, public relations, and long-range planning in a 12-county area having 58 public libraries. Must have knowledge of services, collection development, and programming for all ages. Will plan and coordinate the youth services activities. Coordinate and conduct continuing education workshops. Proven speaking and writing ability, especially for grants writing. Some knowledge of automation. Dynamic opportunity for self-starter with flexible warm personality who relates to all types of people. MLS from ALA-accredited school, 5 yrs.' professional experience, including 3 yrs. as public library director in the 25,000 population range. Must have valid driver's license and like to travel. Must relocate to Rockford area after being employed. Excellent benefits. Systems consulting experience a plus. Salary: $28,891–$40,810, depending on credentials. Send resume and 3 work references to: Lila Brady, Executive Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head of cataloging department, Central Library. *QUALIFICATIONS:* master's degree in library science from an ALA-accredited library school with minimum of 2 yrs.' professional library experience; must have knowledge of OCLC; must be able to direct work activities of professional and nonprofessional employees; ability to motivate and work with staff and administration to achieve department objectives; familiarity with all aspects of library service (especially automation) and ability to apply techniques in practical situations. Duties: under the supervision of the head of technical services, plans, implements, and utilizes latest techniques and skills to process all library materials; establishes procedures; interviews prospective employees; orients, supervises, and trains personnel; studies work flow; prepares reports, maintains records, and confers with department heads and performs related work as required. Salary: $19,716–$21,888. Benefits. Position available immediately. Send letter of application, resume, and 3 professional references, and official transcripts to: Mary Kay Snell, **Amarillo Public Library, Box 2171, Amarillo, TX 79189.**

Head of reference department, Central Library. Available immediately. Directs activities of busy department with long tradition of excellent service to the public. Includes training and supervision of 3 FTEs, collection development, public relations, readers' advisory service. Excellent interpersonal and administrative skills, a master's degree from an ALA-accredited library school, 2 yrs.' library experience preferred. Minimum $19,000 plus liberal benefits. For first consideration, send resume and names, addresses, and telephone numbers of 3 references to: Dorothy Sanborn Elliott, Director, **St. Joseph Public Library, Tenth and Felix Sts., St. Joseph, MO 64501; 816-232-7729.**

Head of technical services, Bellevue Public Library. MLS. OCLC experience. Working knowledge of AACR2, acquisition, cataloging, ILL subsystems, and M300 workstation. Knowledge of IBM PC applications and library automation also desirable. $16,332. **Applications must be received by Oct. 15.** Apply to: Personnel Officer, **City of Bellevue, 210 W. Mission, Bellevue, NE 68005.**

Head of technical services. Responsible for organizing and monitoring the work of the department. Requires knowledge of AACR2 cataloging rules, experience with OCLC, and some original cataloging. Preparing monographic serials and coordinating special projects. Some reference desk duties are required. MLS required from an ALA-accredited institution, at least 3 yrs.' experience at a professional level in technical services, preferably in a public library. **Application deadline: Oct. 20.** Salary: $18,000–$25,000 depending upon experience and qualifications. Excellent fringe benefits. Send resume and the names of 3 references to: Mary L. Watkins, Interim Director, **Gary Public Library, 220 W. 5th Ave., Gary, IN 46402.**

Librarian III, assistant coordinator, main library services, El Paso Public Library. The assistant coordinator plans, develops, implements, and evaluates reference/information services from all main library collections to all main library patrons. Additionally, will assist coordinator in other aspects of main library operation. Requires ALA-accredited master's degree in library science and 4 yrs.' progressively responsible postgraduate public library experience with experience in reference and at least one other section of a main library of at least 100,000 volumes. Spanish is desirable. Salary: $884.38 biweekly (Texas has no state income tax); 22 days' annual leave; usual fringe benefits. El Paso, population 550,000, is a bicultural community located on the Texas, New Mexico, and Mexican borders. It has a dry climate and enjoys 360 days of sunshine a year. **Apply by Nov. 15** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** An AA employer.

Librarian III, head of support services. Challenging position combining management of traditional technical services functions and circulation services with implementation of automated system. ALA-MLS and 5–7 yrs.' progressively responsible public library experience, including supervisory background, strong interpersonal skills, OCLC and MARC cataloging knowledge plus automated library system implementation experience. Sioux Falls community of 90,000 with library budget of $1.5 million and staff of 47. Salary $25,771–$34,866. **Apply by Oct. 15** to: **Personnel Dept., City of Sioux Falls, 224 W. 9th St., Sioux Falls, SD 57102.** An equal-opportunity employer service provider, M/F/H/V.

Librarian IV/head of the art/music/films department, main library. *QUALIFICATIONS:* master's degree in library science from an ALA-accredited library school with a minimum of 5 yrs.' appropriate library experience; thorough understanding of information processes; progressively responsible managerial experience with particular emphasis on leadership; demonstrated ability to plan, organize, and implement the work of the department; ability to motivate and work with staff and administration to achieve department objectives; analytical and problem-solving skills necessary; effective oral and written communication skills. Duties: under the supervision of the assistant director/main library services, administers large subject department consisting of books, recordings, films, video cassettes, framed prints, and the Turner/Clark Gallery; organizes and directs the work of the department; selects, supervises, and assigns specific responsibilities for all department personnel; monitors work performance of individual staff; coordinates information services of the department with information services of all other library agencies; prepares and monitors budget; prepares annual and specialized reports; oversees collection development; participates in systemwide planning and policy formulation. Salary $26,000+, dependent upon experience and qualifications. No state or local income tax. Excellent benefits package. Position available immediately. **Applications must be received by Nov. 1.** Send letter of application and resume to: Sue S. Stalcup, Personnel Officer, **Memphis/Shelby County Public Library and Information Center, 1850 Peabody Ave., Memphis, TN 38104.** MSCPLIC is an equal-opportunity employer.

Library director, Alexander Mitchell Public Library, Aberdeen, S.D. Library serves a city/

county with a population of 36,000; budget of $370,000; 120,000 vols.; and circulation of 420,000. Microcomputers used to control overdues and periodicals; acquisition; library networks (OCLC, MINITEX); database searching (DIALOG); cataloging; and other tasks. State's largest public library local history collection (archives, art gallery, map room, history room). Library provides weekly TV programming for cable TV education channel. Salary: $19,600–$24,500. ALA-accredited MLS. **Send letter of application, 3 references, and resume by Oct. 30** to: Delores Campton, Acting Director, **Alexander Mitchell Public Library, 519 S. Kline, Aberdeen, SD 57401.**

Library director, city of Safford, Ariz. Salary: $1,630/mo. + benefits. Plans, coordinates, and oversees all activities, functions, and services of the city-county library. Ability to work harmoniously with staff and public. Prepares budget, files necessary state grant-in-aids reports, attends state library meetings, meets with library board and reports to city council. *REQUIREMENTS:* master's degree in library science from accredited school or equivalent in graduate-level library science courses plus necessary experience required by Arizona state law. Computer knowledge a plus. Position open until filled. Apply to: **City of Safford, City Manager, 71 Main St., Safford, AZ 85546; 602-428-2762.**

Library director, Rutland (Vermont) Free Library. Well-endowed community library seeks skilled, resourceful, dynamic library professional to direct full range of library services, including humanities programming, for a community of 20,000+. Staff of 10. Qualified candidates should have an MLS from ALA-accredited school; 3–5 yrs.' experience, including work with automated national databases and systems, and supervisory experience. Salary range: $20,000–$30,000, depending on experience. **Please send resume, including salary requirements, by Oct. 15** to: J. A. Chouinard, Search Committee, **c/o Central Vermont Public Service Corp., 77 Grove St., Rutland, VT 05701.**

Library director, Voorheesville Public Library (near Albany, N.Y.) serving population of approximately 6,500. Collection 48,000. Budget $130,000. New building (8,000 sq. ft.) in final planning stages. MLS plus minimum of 5 yrs.' library experience including 3 in an administrative capacity. Demonstrated administrative experience in financial planning, collection development/management, community relations, programming. Familiarity with automated systems. Starting salary: $20,000. Fringe benefits. Position available Jan. 1987. Send resume and 3 professional references to: Edward Donohue, **Voorheesville Pub. Lib., Box 467, Voorheesville, NY 12186.**

Public library director. The Jackson Hinds Library System is a one-county system serving Mississippi's capital county with 7 branches in a metropolitan area and 5 branches in predominantly rural areas. The total population is 257,000. The system's operating budget is $2.1 million. The headquarters is located in the new Eudora Welty Library (63,000 sq. ft.). Salary range: $40,000–$50,000 plus fringe benefits. Minimum requirements: MLS from a school accredited by the American Library Association, 5 yrs.' experience with at least 3 yrs. in an administrative and supervisory position. Position available immediately. **Applications accepted through Nov. 30.** Send application and resume to: Personnel Chair, **c/o Walter Johnson, Interim Director, Eudora Welty Library, 300 N. State St., Jackson, MS 39201.**

Reader services librarian. Position entails collection development, reference and readers' advisory work, and development of services and programs for adults, especially services for businesses and industry. Must be able to work with online databases and locally developed computer systems. MLS from an ALA-accredited library school required. Prefer community-minded, outgoing person. City of Manitowoc is a lakeshore community of 33,000 people. The Manitowoc Public Library is the headquarters and resource library for a 2-county area. Salary: $16,000. Excellent benefits. Send letter of application and resume to: Brenda Corman, Head of Reader Services, **Manitowoc Public Library, 808 Hamilton St., Manitowoc, WI 54220.**

Reference librarian. Progressive Spartanburg County (S.C.) Public Library is seeking energetic MLS/ALA-accredited to join top-notch department. **Entry-level,** Librarian I. Salary $19,764, good fringe benefits. CLSI, OCLC, DIALOG, etc. New position. Great area to live and work. Available late 1986–early 1987. Send resume to: Director, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304-2409.**

Reference librarian. Where oh where has our new reference librarian gone? To Florida with her husband! Immediate opening for ambitious and energetic librarian who loves working with people. We are moving into a new 46,000-sq.-ft. building late November. We serve a fast-growing, 4-township district just north of Indianapolis. ALA-MLS preferred. Some evening & weekend work req'd. Salary: $17,000 depending on qualifications and experience. Resume, ref. & transcripts to: D. L. Cooper, Dir., **Noblesville-Southeastern Pub. Lib., 16 S. 10th St., Noblesville, IN 46060.**

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2 librarians: 1) **YA** and 2) **children's.** $18,000–$19,795. MLS. Resume to or call: Jack Fishman, Assistant Library Director, **Free Public Library of Woodbridge, George Frederick Plaza, Woodbridge, NJ 07095; 201-634-4450.**

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2 positions available, Monterey Public Library. 1) **Head of reference services.** Manage reference program of well-supported public library with service area of 50,000, including budget, collection, and supervision of 5.5 FTE. Will participate in planning for access to information databases, public-access catalog, and resource sharing. MLS from ALA-accredited school, 3 yrs.' recent practical public library professional reference experience, including 2 of supervision, required. Must have demonstrated leadership and supervisory skills. Salary: $23,160–$28,152, adjustments under consideration. **Filing deadline: Oct 13.** 2) **Head of technical processes (Senior Librarian).** Manage technical processes program including staff of 3.5 FTE, oversight of CD-ROM program, and CLSI online data entry. Will participate in planning for upgrade of existing CLSI system, retrospective conversion, and feasibility of public-access catalog. MLS from ALA-accredited school, 2 yrs.' recent professional cataloging experience in public library. Knowledge of contemporary cataloging and classification resources and techniques; experience with automated online cataloging essential, CLSI preferred. Must have demonstrated interpersonal, organizational, and supervisorial skills. Salary: $21,636–$26,292, adjustments under consideration. **Filing deadline: Oct. 6.** Resumes and references should be sent to: Director, **Monterey Public Library, 625 Pacific St., Monterey, CA 93940.** An equal-opportunity, affirmative-action employer.

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2 positions. 1) **Senior Librarian (head of adult services)** and 2) **Senior Librarian (head of children's services).** The city of Coronado Public Library, located in the San Diego area, is seeking qualified individuals to manage its adult and children's services units. Responsibilities include the provision of reference and readers' advisory assistance to adults and youngsters, selection of materials and development of collections, supervision of subordinate personnel and volunteers, preparation and administration of operating budgets, presentation of community programs for various age levels and interests. ALA-accredited MLS required with 2 yrs.' increasingly responsible professional experience in adult or children's services, preferably in public libraries. Salary range: $1,810–$2,427 per month (a 5% increase scheduled for Jan. 3, 1987). **Apply by Oct. 22** to: **Administrative Services Department, Coronado City Hall, 1825 Strand Way, Coronado, CA 92118; 619-522-7300.** AA, EOE.

SPECIAL LIBRARY

State archivist/supervisor, special collections, State Historical Society of Iowa, Des Moines. This position directs program area which includes state government records and historical manuscript/photograph collections. Supervises staff of 7 in Des Moines and Iowa City. Prepare for transfer of 17,000 cu. ft. of records to new facility in 1987. Must communicate well with personnel at all levels of state and local government. *QUALIFICATIONS:* master's degree in public administration, library science, history, or related fields, and one yr.'s archival management experience. Additional experience desirable. Salary: $23,300+, good fringe benefits. We seek someone who can add to the social and professional diversity of the state and institution. Available: Dec. 1. **Apply: send letter of application and resume by Oct. 15** to: **Box B, Library/Archives, State Historical Society of Iowa, 402 Iowa Ave., Iowa City, IA 52240.** AA, EOE. Women, minorities, and handicapped individuals are positively encouraged to apply.

STATE AGENCY

Head of reference, Nevada State Library and Archives. Salary: $23,614–$32,073. Provide reference service to state agencies, other libraries, and the public. Schedule and supervise staff's reference work as well as work on the reference desk; provide orientation to state agencies concerning services, and train reference staff; supervise interlibrary loan program; coordinate online database searching. *QUALIFICATIONS:* ALA-MLS. Candidate must have superior reference and communications skills, enjoy working in a research setting that includes pressures from deadlines and high activity and have a sincere desire to provide only the best reference service. Contact: send resume and 2 references to: Joyce C. Lee, Assistant State Librarian, **Nevada State Library and Archives, Capitol Complex, Carson City, NV 89710; 702-885-5160.** Interviews may be arranged for the MPLA annual conference.

Library development consultant for North Dakota State Library. Newly updated Librarian III position; is responsible for the development and support for the following areas in statewide library development: library administration, i.e., personnel hiring, staff development, librarian-board relations, personnel policies. Works with division of library operations and the operations staff when library development is seen as a library function; works with groups to develop local expertise; works with citizen groups and library groups to extend library services to unserved areas; works to develop and maintain statistics, forms, reports, etc., that reflect library development in the state. *MINIMUM QUALIFICATIONS:* MLS from an ALA-accredited library school; 5 yrs.' increasing professional experience; system consultant; state library or multitype library experience necessary; high ability for spoken and written communication; must be a team worker, have management skills, and be a self-starter. Ability to drive and travel independently. Salary range: $21,708–$32,556, with excellent benefits (federally funded position). **Application deadline: Oct. 31** or until suitable applicant is found. Send

resume, letter of application, and 3 references to: Margaret M. Stefanak, **North Dakota State Library, Liberty Memorial Building, Capitol Grounds, Bismark, ND 58505.** The North Dakota State Library is an equal-opportunity employer.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

October

17: *Censorship: More Than Meets the Eye* wkshp., Holiday Inn, Glen Ellyn, Ill. Spons., Ill. LA/Youth Svc. Section. Fee, $30 ILA mem.; $35 nonmem. Info.: R. Sender, Itasca Community Lib., 500 W. Irving Park Rd., Itasca 60143 (312-773-1699).

18: Southern Calif. Cncl. on Lit. for Children & Young People awards luncheon, Glendale, Calif. Fee, $15 SCCLCYP mem.; $18 nonmem. *Enrollment limited.* Info.: L. Patric, c/o Glendale Pub. Lib., 222 E. Harvard, 91205 (818-956-2035).

21: *Census* wkshp., White Plains (N.Y.) Pub. Lib., 100 Martine Ave. Spons., Westchester Community Col. One CEU available. Info.: J. Schavrien, Westchester Community Col., Grasslands Rd., Valhalla 10595 (914-963-1831).

21: *Videodisc & CD-ROM Technology* inst., GSLIS, McGill U., Montreal, P.Q. Spons., McGill U./GSLIS. Fee, $100. Info.: D. Mittermeyer, GSLIS, McGill U., 3459 McTavish St., Montreal, P.Q. H3A 1Y1, Canada (514-392-5930).

23: *Books Kids Will Sit Still For: A Crash Course in Creative Uses of Children's Lit. for Lns. & Teachers*, Rm. 203, School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $15. Info.: A. Gertzog, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

23: *Overview of Business Ref. Sources* prog., Metro. Washington (D.C.) Lib. Cncl. (MWLC). Spons., MWLC. Fee, $60 MWLC mem.; $90 nonmem. Info.: N. Mottershaw, MWLC, 1875 Eye St. NW, Suite 200, 20006 (202-223-6800 x455).

23: *The Professional Difference* prog., U. of South Fla., Sarasota: Spons., West Coast Lib. Consortium. Info.: P. Place, Manatee Co. Lib., 1301 Barcarrota Blvd. W., Bradenton 33505 (813-748-5555).

23-24: *Talk to Authors Talking about Their Books* symposium, Hutchinson (Kans.) Holidome. Cospons., South Central Kans. Lib. System; Hutchinson Pub. Lib.; Friends of Hutchinson Pub. Lib. Fee, $65. *Enrollment limited to 200.* Info.: T. Christner, Hutchinson Pub. Lib., 901 N. Main, 67501 (316-663-5441 or 800-362-2615).

23-26: Nat'l. Film Market annual marketplace, Chicago, Ill. Spons., Nat'l. Film Market. Info.: NFM, POB 17526, Montgomery, AL 36117.

24: *Are We Getting Where We Are Going? Evaluating Ref. Svcs.* wkshp., Thompson Conf. Ctr., U. Texas at Austin. Spons., UT at Austin/GSLIS. Fee, $35. *Enrollment limited.* Info.: M. Boggins, Dir. of Placement & CE, GSLIS, UT at Austin 78712-1276 (512-471-3821).

24: *Making Money: Fees for Info. Svc.* prog., Toronto, Ont. Spons., Special LA. Fee, $100 SLA & Medical LA mem.; $125 nonmem. *Enrollment limited.* Info.: K. Warye, Prof. Dvpt. Director, SLA, 1700 18th St. NW, Washington, DC 20009 (202-234-4700).

25: *Clever Gretchen Conf. on Folklore, Lit., & Storytelling*, Syracuse (N.Y.) U. Spons., Syracuse U./SIS. Fee, $30. Info.: K. Lindauer, SIS, Syracuse U., 13244-2340 (315-423-2911).

25: *Not for Children Only: A Books-for-Youth Discussion Day*, Charles H. Taylor Mem'l. Lib., Hampton, Va. Spons., Tidewater Area Youth Svcs. Consortium. Fee, $15. Info.: T. Bigelow, Charles H. Taylor Mem'l. Lib., 4205 Victoria Blvd., 23669 (804-727-6234).

26-30: *World Congress on Medical Informatics*, Sheraton Hotel, Washington, D.C. Cospons., Amer. Society for Info. Sci., et al. Info.: Secretariat, c/o George Washington U. Medical Ctr., Office of CE, 2300 K St. NW, 20037 (202-676-8929).

COMING UP

Executive Board
Chicago, IL — Oct. 29 – 30, 1986
(Please note corrected dates.)

ALA Midwinter Meeting
Chicago, IL — Jan. 17 – 22, 1987
San Antonio, TX — Jan. 9 – 14, 1988

ALA Annual Conference
San Francisco, CA — June 27 – July 2,1987
New Orleans, LA — July 9 – 14, 1988

IFLA General Conference
Brighton, U.K. — Aug. 16 – 22, 1987
Sidney, Australia — Aug. 30 – Sept. 3, 1988

PLA Conference
Pittsburgh, PA — April 27 – 30, 1988

***DATEBOOK* continued on p. 698.**

ADVERTISEMENTS

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Developing a Library Building Program
Dec. 15, 1986 • New York City
Fee: $175*

The Library Architect– A Short Course in Planning
Dec. 16, 1986 • New York City
Fee: $175*
(*Fee $275 for both of above)

Space Planning the Electronic Library
Dec. 11–12, 1986 • New York City
Feb. 26–27, 1987 • Tucson, Ariz.
Fee: $275

Authors: *Planning the Electronic Office* (McGraw-Hill)
Automation, Space Management & Productivity (Bowker)
Designing and Space Planning for Libraries (Bowker)

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ADVERTISEMENTS

HUMANITIES PROGRAMMING—
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The Association of College and Research Libraries and the Public Library Association will sponsor four regional workshops in 1986/87 for humanist scholars and librarians. Participants will develop innovative methods of programming to stimulate interest in the humanities in the general adult public using the resources of public and academic libraries.

Workshops are 2 1/2 days in length and participants will be provided lodgings, meals and a partial travel stipend. *Applications are sought from teams of public and academic librarians and humanist scholars who might be involved in future humanities programming within their local regions.*

Applications forms are available by writing: Sandy Donnelly, NEH Project—ACRL, American Library Association, 50 East Huron Street, Chicago, Illinois 60611; Phone: 312 /944-6780

Made possible by a grant from the National Endowment for the Humanities.

DATEBOOK continued from p. 697.

27-28: Annual LINX Users' Mtg., Boston, Mass. Spons., The Faxon Company. Theme, "Choices for Libs.: Managing for the Future." Info.: Marketing Communications, The Faxon Company, 15 Southwest Park, Westwood, MA 02090 (617-329-3350 or 800-225-6055).

29: *Genreflecting: A Readers' Advisory* conf., Brookwood Country Club, Wood Dale, Ill. Spons., Adult Reading Round Table in conj. w/ Ill. LA/Pub. Lib. Section. Fee, $37.50. *Regis. deadline Oct. 15.* Info.: J. Saricks, Downers Grove (Ill.) Pub. Lib., 1050 Curtiss St., 60515 (312-960-1200).

29: James Russell Wiggins Lecture in the History of the Book in Amer. Culture, Antiquarian Hall, Amer. Antiquarian Society, Worcester, Mass. Spons., Amer. Antiquarian Society. Theme, "Ideology & Genre: The Rise of the Novel in America." Fee, $17. Info.: A. Rapp, AAS, 185 Salisbury St., 01609 (617-755-5221).

30–Nov. 2: Archives-Libs. Committee fall mtg., Madison, Wis. In conj. w/African Studies Assn. annual mtg. Features mtg. of Coop. Africana Microforms Project. Info.: D. Hull, Ch., Moorland Springarn Research Ctr., Howard U., Washington, DC 20059 (202-636-7260).

31: *Counseling the Troubled Employee* prog., U. Tex. at Austin. Spons., UT at Austin/GSLIS. Fee, $35. Info.: see Oct. 24.

31: *Lotus 1-2-3* prog., GSLIS, Rosary Col., River Forest, Ill. Spons., Rosary Col./GSLIS. Fee, $65. Info.: GSLIS, Rosary Col., 7900 W. Division, 60305 (312-366-2490 x307).

November

1: *First of the Samuel Rothstein Distinguished Lecturer Series*, Ramada Renaissance Hotel, Vancouver. Spons., U. British Columbia/School of Lib., Archival, & Info. Studies. Edward Holley, dean emeritus, U. of N.C./SLS, to speak. Event also celebrates 25th anniv. of U. B.C. lib. school. Info.: School of Lib., Archival, & Info. Studies, U. B.C., 831-1956 Main Mall, Vancouver, B.C. V6T 1Y3, Canada (604-228-2404).

4-6: *Online '86* conf., Palmer House, Chicago, Ill. Focuses on impact of CD-ROMs, videodiscs, & laserdiscs. Spons., Online, Inc. Info.: Online, Inc., 11 Tannery Lane, Weston, CT 06883 (203-227-8466 or 800-824-7888; in Alaska & Hawaii only 800-824-7919).

5-6: *Info. Access in the 21st Century: A Symposium on Knowledge & Info. Access Issues*, U. Mich., Ann Arbor. Spons., UM/Schl. of Info. & Lib. Studies, et al. Fee, $25. *Adv. regis. req'd.* Info.: Info. Access Symposium, SILS, UM, 580 Union Dr., Ann Arbor 48109-1346 (313-764-9376).

5-7: *Marketing & PR* inst., Washington, D.C. Spons., SLA. Fee, $400. Info.: see Oct. 24.

7: *Archives: Management & Svcs.* prog., GSLIS, Rosary Col., River Forest, Ill. Details: see Oct. 31.

7: *Self-Study for Acad. Lns.* prog., Rm. 114, School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $95. Info.: see Oct. 23.

8: Festival of Books for Young People, SLIS, U. Iowa, Highlander Inn, Iowa City. Theme, "Folklore, Fairy Tale, & Fantasy." Fee, $30. Info.: E. Bloesch, SLIS, U. Iowa, 3087 Library, 52242 (319-353-3644).

8: *Indexing Techniques: A Hands-On Microcomputer Update* prog., Col. of Business Admin., U. of Tex. at Austin. Spons., UT at Austin/GSLIS. Fee, $75. Info.: see Oct. 24.

9-12: Info. Industry Assn. annual mtg., New York, N.Y. Info.: IIA, 555 New Jersey Ave. NW, Washington, DC 20001 (202-639-8262).

12: *Annual William A. Gillard Lecture*, St. John's U., Jamaica, N.Y. Spons., SJU/DLIS. John N. Berry III, editor-in-chief of *Library Journal*, to speak. Info.: M. Lowe, DLIS, SJU, 11439 (718-990-6200).

13: *News Online* prog., Nat'l. Assn. of Broadcasters, Washington, D.C. Spons., Special LA/News Media Grp. Info.: S. Hill, Ln., Nat'l. Assn. of Broadcasters, 1771 N St. NW, 20036 (202-429-5490).

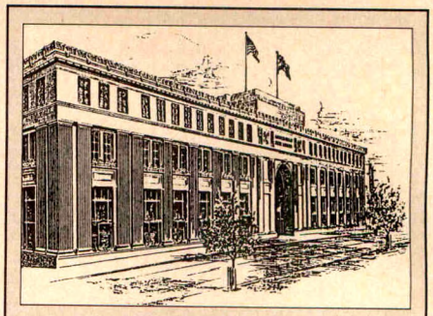
14: *Microcomputer Applications* prog., GSLIS, Rosary Col., River Forest, Ill. Details: see Oct. 31.

14-15: *Genealogical* wkshp., Downtown Campus, Tenn. State U., Nashville. Cospons., Tenn. State Lib. & Archives; Tenn. Historical Society. Info.: J. Hoobler, Exec. Dir., Tenn. Historical Society, War Memorial Bldg., Ground Fl., 37219.

14-16: Annual Allerton Inst., Chancellor Hotel, Champaign, Ill. Spons., U. Ill. at Urbana-Champaign, et al. Theme, "Missionaries & Managers: Lib. Svc. to Children & Young Adults in the Info. Age." Info.: L. Edmonds, Conf. Dir., 410 David Kinley Hall, GSLIS, U. Ill. at Urbana-Champaign, 61801 (217-333-3280).

15: *Accessing Resources for Instruction* prog., U. Teaching Ctr., U. Tex. at Austin. Spons., UT at Austin/GSLIS. Fee, $13.50. Info.: see Oct. 24.

18-21: *Basic Mgmt. Skills Inst.*, Scottsdale, Ariz. Spons., Assn. of Research Libs./Office of Mgmt. Studies. Fee, $325. *Enrollment limited.* Info.: OMS, ARL, 1527 New Hampshire Ave. NW, Washington, DC 20036 (202-232-8656).



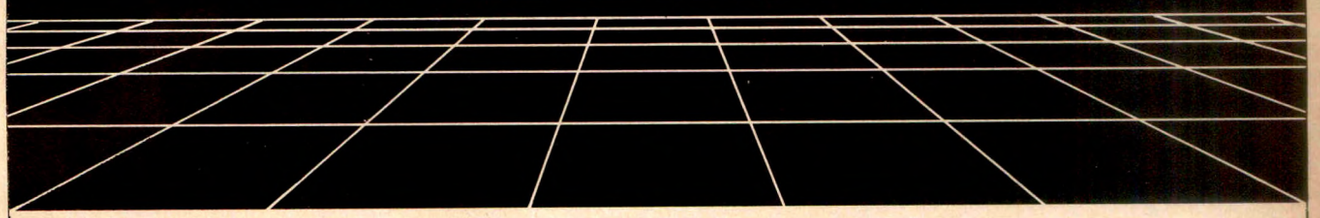
Enoch Pratt's Birthday Bash

To celebrate its centennial, Enoch Pratt Free Library will sponsor "Asphalt & Crabgrass: Metropolitan Libraries Facing the Future" Nov. 19–21 in Baltimore City, Md. Cosponsored by Baltimore County Public Library and Johns Hopkins University, the symposium will address: public & private support for libraries; managing demand; organizational life cycles & management; & patterns of cooperation. The cost is $150 and enrollment is limited to 200. Register by Oct. 25 with: Averil Kadis, Enoch Pratt Free Library, 400 Cathedral St., Baltimore 21201-4484 (301-396-5494).

Regional/Specialized Library Association Conferences to Note:

Ohio LA	
Cleveland	Oct. 16
Del. LA	
Dover	Oct. 17
N. Atlantic Health Sci. LA	
Farmington, Conn.	Oct. 19-22
Nebr. LA	
Lincoln	Oct. 22-24
N.C. Assn. of Schl. Lns.	
Winston-Salem	Oct. 23-24
Mich. Assn. for Media in Ed.	
Kalamazoo	Oct. 23-25
Vt. Ed'l. Media Assn.	
Essex Junction	Oct. 24
Ark. LA	
Little Rock	Oct. 26-28
Miss. LA	
Jackson	Oct. 29-31
Va. Ed'l. Media Assn.	
Richmond	Oct. 29–Nov. 1
Wis. LA	
Green Bay	Oct. 29-31
Ohio Ed'l. Media Assn.	
Columbus	Oct. 30–Nov. 1
S.C. LA	
Columbia	Oct. 30–Nov. 1
Mass. Assn. Ed'l. Media	
Chicopee	Nov. 2-3
ACRL/New England Chap.	
Chestnut Hill, Mass.	Nov. 3
W.V. LA	
White Sulphur Springs	Nov. 6-8
Ont. LA	
Toronto	Nov. 6-9
Md. Ed'l. Media Org.	
Easton	Nov. 7
Mo. Assn. Schl. Lns.	
Kansas City	Nov. 7
Pa. LA	
Lancaster	Nov. 9-12
Ariz. State LA	
Tucson	Nov. 12-15
Calif. LA	
Long Beach	Nov. 15-19
Ed'l. Media Assn. of N.J.	
New Brunswick	Nov. 16-18
R.I. LA	
Providence	Nov. 16-18
CA Media & Lib. Educators Assn.	
Oakland	Nov. 19-22
Va. LA	
Richmond	Nov. 20-22

BUSINESS PERIODICALS INDEX



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Leading by example gets lost amid pop management views

THE TIME-PROVEN MANAGEMENT technique of leading by example has been "lost in the quagmire" of currently fashionable leadership theory and all but forgotten, say R. Bruce McAfee and Betty J. Ricks, associate professors of management at Old Dominion University, Norfolk, Virginia. However, if managers do not set an example that is consistent in words and action and that matches the values of their organization, popular management approaches are not likely to be successful.

In "Leadership by Example: 'Do as I Do!' " (*Management Solutions,* August 1986, p. 10–17), McAfee and Ricks discuss the strong theoretical basis for the concept of leadership by example—that people's actions are influenced by watching and imitating others, and that they learn by observing what others do and say. Both the actions and the words of the manager are important.

Managers influence subordinates in three ways, the authors say. They help subordinates establish new behaviors and change the frequency of existing behaviors, and they provide behavioral "cues." Managers differ in their level of consistency of words and action, however. The "Do neither as I say or do" manager sends such conflicting behavioral and verbal messages to employees that they have no clear idea of what is expected of them. The "Do as I do, not as I say" manager may give verbal approval of a particular course of action and later sabotage the action, thus letting employees know indirectly that he or she does not really approve.

The "Do as I say, not as I do" manager says one thing and does another. The ideal manager is the "Do as I say and do" leader whose words and actions are consistent. In order for this manager to be most effective, however, he or she must use this consistency to set an example that relates positively to organizational values, especially values pertaining to organization policies, work performance, mental and physical condition, attitudes toward organization and job, personal attire and appearance, and interpersonal communication.

Delegate, delegate, delegate!

Delegation is the key to management success, say James M. Jenks and John M. Kelly in *Manage* (Second Quarter issue 1986, p. 29–31), and they offer the following checklist of delegation dos and don'ts to help managers "master this crucial art."

Do	Don't
Encourage the free flow of information to subordinates.	Hoard information.
Focus on results.	Emphasize methods.
Delegate through dialogue.	Do all the talking yourself.
Fix firm deadlines.	Leave time uncertain.
Make sure the person has all the necessary resources.	Give assignments without the needed tools.
Delegate the entire task to one person.	Delegate half a task.
Give advice without interfering.	Fail to point out pitfalls.
Build controls into the process of delegation.	Impose controls as an afterthought.
Back up the person in legitimate disputes.	Leave people to fight their own battles.
Give the person full credit for accomplishments.	Hog the glory or look for scapegoats.

Library thrives in 10-year alliance with computer center

PUTTING LIBRARIES, COMPUTER centers, and other campus information providers under the same administrative umbrella can strengthen the library's role on campus, but it can also have some drawbacks, according to William Post and Judith A. Sessions in the July/August 1986 *Library Hi/Tech News* ("Academic Institutions and Information Services: The Position of the Library," p. 7–9).

Post is assistant university librarian and Sessions, university librarian, at California State University, Chico, where the library, computer center, and media center have been in a single organizational unit under an associate vice president for more than 10 years. One budget is dispersed among the three departments.

The library's opportunities to grow and achieve under this organizational system have been worth the risks involved, say the authors. For example, the library has had an online catalog in operation for four years, and all major library functions are automated; the online catalog is available through a campus regional microwave system that serves learning centers in a large geographical area; a 10-meter satellite dish transmits library instruction and the online catalog to industry and university sites in neighboring states and Canada; and the university's large nonprint media collections are fully cataloged and accessible through the online catalog.

On the minus side, Post and Sessions advise that this type of organizational structure can result in the library losing control of its budget and watching former library funds being diverted to other campus information support projects. Also, the university may undervalue "traditional" library services and collections, and the administrator may not understand or appreciate library functions.

The authors emphasize that both visibility on campus and the technical competence—especially in telecommunications—to provide information services are necessary for a library in such an organizational structure to maintain a strong position.

How one library is reorganizing

Metropolitan Toronto begins long-term streamlining of services

THE AUGUST 1986 ISSUE OF THE Metropolitan Toronto Library Board *News* is devoted to explaining the planning process and answering staff questions about the library's major administrative and service reorganization. The reorganization, which reaffirms MTL's role as a reference and research library, was approved by the board in July and is due to be implemented and evaluated by mid-1989.

The first step in the changeover is the streamlining of the Reference Division over the next 18 months. A year-long public services study examined reference staffing patterns and the impact of centralized automation on the organization and workflows of subject reference departments. As a result, a central reference and information desk will be installed on the main floor and public service points in the main building will be reduced from 34 to 24.

Twelve subject departments are being consolidated into six, and all reference staff positions will be reevaluated and redefined, with a clear distinction made between reference and technical support duties. Technical functions will be centralized in a technical and administrative support division. The aim is to help staff provide high-quality in-person and telephone service and allow them to spend more time with users and on collection development.

New management set-up

The new top management level in the library will consist of a director, two assistant directors—one for technical and administrative support and the other for public services—and a treasurer, personnel manager, and planning officer. This plan replaces four assistant directors who were responsible for 28 departments.

In planning for the reorganization, management was committed to "upward communication" involving library staff at every classification level, according to the *News*. Brainstorming sessions on the future of the library, including all library staff, kicked off the reorganization effort in May 1984.

At all stages, staff expressed opinions about the proposed organizational changes through information meetings as well as through quantitative and qualitative surveys. In September 1985, staff could say what they did not like about the plans in an anonymous questionnaire. Their number one consideration: What will happen to my job?

Library management says many positions will change, but they expect that no jobs will be lost. To help employees adjust to changes in their jobs, the library plans to appoint a new recruitment and training officer to develop in-house training and staff development programs.

Dual career structure

Management also will examine a dual career structure within the library that will reward managers and subject specialists equally, rather than requiring people to become managers to achieve more responsibility and higher pay. Nonlibrarians with subject strengths also will be recognized for skills and education appropriate to their jobs.

As the reorganization unfolds, additional staff input will be sought through staff meetings and departmental meetings with senior managers. The library also intends to improve internal communication through more staff bulletins in addition to the *News*.

Neatniks reign

IT MAY COME AS NO SURPRISE TO most of us that desks used by middle managers are 75 percent more likely to be cluttered than desks of top executives.

In a survey by Accountemps of vice presidents and personnel directors at 100 large corporations, desks belonging to top executives were judged neat by 72 percent of the respondents. They rated middle management at 55 percent and other staff at 54 percent on the desk neatness scale.

The survey claims that there's a direct link between on-the-job neatness and an office in the executive suite. But "we really don't know just how cluttered and crowded some of those desk drawers might be," said an Accountemps official (or that there may be a direct link between the neatness of an executive's desk and the messiness of a middle manager's in the same firm).—from *Management World.*

11 years of end-user searches tell instructive tale at NLM

AN EXTENSIVE STUDY OF 11 years of online searches of National Library of Medicine databases by selected groups of pharmacists and pathologists shows that such searchers usually perform simple searches using the Boolean operator AND. The volume of their searching is directly related to convenient placement of a terminal in their workplace and to their need for prompt answers. System performance is not especially important to them, and if they do not find answers, they will seek an alternative to online searching.

Winifred Sewell, now of the University of Maryland library school, and Sandra Teitelbaum, of the Welch Medical Library, Baltimore, report on their study in the July 1986 *Journal of the American Society for Information Science* (p. 234–245). Both researchers were formerly with the University of Maryland School of Pharmacy. They observed "a very interesting transformation" in perceived attitudes of end-users toward doing their own online searching over the study period.

8,313 searches analyzed

Using transaction logs, questionnaires, and follow-up interviews, Sewell and Teitelbaum analyzed 8,313 searches and compiled statistics for such search characteristics as length of search, type of search (author, subject, etc.), number of times Boolean operators were used, and how often MeSH terms were used correctly.

The authors note that some features of the MEDLINE databases are difficult for searchers to use, among them use of tree structures to connect groups of subject terms and use of subheadings with major headings. Users' main problems appear to be with vocabulary and content of the systems, rather than with technique. In terms of missed citations, searchers' failure to use subheadings correctly may have been among their most costly errors.

Sewell and Teitelbaum advise that system improvements, training, and user aids are even more important as easier procedures for computer interfaces become available and more people do their own searching. They say that one-on-one instruction is their major training technique and also describe the "Micromanual," a user aid containing 11 tables that take the user through common search situations. The "Micromanual," which also features an extensive system glossary, is now being evaluated in relation to search effectiveness. —*S.E.B*

Does library education *have* a future?

After a century of hand wringing, we should realize that library schools, on the whole, will not perish

by Edward G. Holley

"The turmoil and insecurity which now surrounds the library education process risks its trivialization...." *Herbert S. White*[1]

ABOUT EVERY 10 YEARS, CRITICISM OF LIbrary education reaches a new high. Numerous articles appear in professional journals. Schools and foundations sponsor conferences to address the perceived issues. Librarians in practice talk about the antediluvian attitudes of library educators.

The educators, feeling misunderstood, put upon, and unappreciated, respond defensively; they point out that curricula, faculty, and students *have* changed significantly since their critics were graduated. With some condescension and occasionally a bit of arrogance, library educators talk about the need for theory, the sad state of practice, and the lack of application of research results by those in the field.

Eventually accommodation is reached so that both groups can get on with their main business: educating and employing professionals who will perform services useful to society.

A disturbing element in all this *sturm und drang* is a lack of understanding, on the part of both groups, that other professions in America undergo similar self-examination. In a changing society, every group that offers services to the public must constantly change to meet the needs of its constituency. Librarians, whether in practice or in education, differ from other professions primarily in their doubts about themselves and their profession. One can hardly imagine business persons, journalists, lawyers, nurses, or social workers doubting that their professional education agencies will survive. They do expect them to change; they hardly expect them to disappear. Yet as Samuel Rothstein has pointed out recently, hating library schools has long been an important pastime for librarians.[2] Many of us have participated in the sport.

According to Rothstein's analysis, "Librarians are critical about library education because they tend to be highly critical people who are, moreover, in considerable doubt about themselves, their colleagues, and the standing or merit of their own profession."[3] He believes we think of ourselves poorly but we should think of ourselves as "better, much better."[4]

Alan Bisbort

Edward G. Holley is dean emeritus and professor at the University of North Carolina at Chapel Hill School of Library Science. This fall he is a visiting professor at the UCLA library school.

Self-doubt and sea-change

If Rothstein is correct (and I think he is), the doubts about library education reflect doubts of librarians about the profession itself. Those doubts are exacerbated by rapid changes in our society. Tiresome though the phrase is, the world is indeed living in a period of "sea-change," to quote Peter Drucker.[5] What heightens our nervousness about the future are the attacks on the MLS degree as librarianship's basic credential (even within the profession itself), the closing of 10 library schools in the last decade, and the appearance of the new gods of technology with the supercomputer as their icon. The profession's nervousness in the face of a seemingly hostile environment has led to confusion, self-doubt, and occasionally just plain wrongheadedness.

In this context one needs to ask some fundamental questions: Is library education really as bad as its critics believe? Does the profession want library schools to continue to be responsible for basic education for entry-level positions? Can the profession afford the luxury of returning to on-the-job training for everyone? Can we learn any lessons from the past? In short, does library education really have a future?

The answer of many persons is that there is a future only if library education programs make major changes. In the words of the old business school slogan, "The Future Belongs to Those Who Prepare for It."

Can library education programs change to meet the new needs? If they don't change, will they—in the words of Michael Buckland and Evelyn Daniel—either die a lingering death or, if they don't die, suffer arrested development?[6]

I believe library education programs will neither die nor suffer arrested development. The programs are not as bad or unchanging as their critics assert nor as good as most library educators want them to be. The best library education programs, like the best libraries, are very good indeed; the poorest programs, like the poorest libraries, are often unworthy of the name.

Faith in the future

Evidence for my faith in the future of library education and the profession itself can be found in the excellent papers in the Winter and Spring issues of *Library Trends*. Prepared as the basis for a symposium launching the library education centennial year, the scholarship of most of these essays is first-rate.

The symposium involved 130 persons who assembled this past June at Columbia University, where library education began on January 5, 1887. Under the sponsorship of the Association for Library and Information Science Education (ALISE) with assistance from the H.W. Wilson Foundation, the conference treated all aspects of the history, status, and future of library/information science education. Conferees were aware that they met at a school that had been threatened with closure only two years ago. They took comfort in the rebirth of Melvil Dewey's school under Dean Robert Wedgeworth. ALISE, which has become more important in library education in the last decade, can take pride in the success of its scholarly conference, which had both dignity and substance. In addition to

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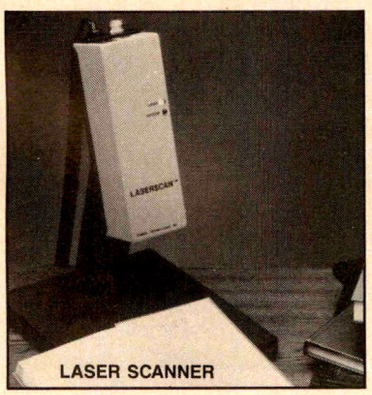

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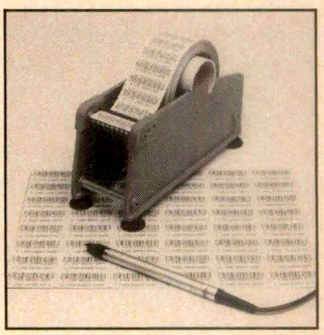

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scores of educators, some two dozen prominent librarians with an interest in library education attended the event.

Did the ALISE symposium give us hope that library education has a future? Only partially. Underneath all the nostalgia and futurism lurked the same insecurities and doubts that have plagued library education for a century. The best presentation occurred at the end when Michael Buckland, University of California vice president for library plans and policy and former dean at Berkeley, gave his personal assessment of where library education might be headed.[7]

Followup discussions disappoint

I was personally bothered that the followup discussions did not often match the quality of the papers; they rarely do, of course. The debates, while lively, centered on familiar topics with an equally familiar cast of characters (including this one). What bothered me particularly is that six decades after C.C. Williamson's report to the Carnegie Corporation on training for library service, five decades after Louis Round Wilson brought the research thrust to fruition at Chicago, and three decades after the acceptance of the MLS as the entry-level qualification for librarians, we are still concerned about the isolation of library schools from other academic units on campus, the lack of research and appreciation for research on the part of librarians, small enrollments, and poor administrative leadership.

Of all these, administrative leadership, although not really addressed in the discussions, is probably the most important. As Marion Paris's recent Indiana dissertation shows all too well, poor leadership and isolation from the larger campus community were more important factors than enrollments and finances in decisions to close library schools.[8]

Still, in my opinion we wring our hands unnecessarily. The record of progress in library education is substantial. Both continuing leadership and new leadership at major schools—e.g., Wedgeworth at Columbia, Bearman at Pittsburgh, Warner at Michigan, Berring at Berkeley—are impressive. Moreover, the positive signs of change are clear to anyone who views the library education scene objectively.

Library schools *are* attracting the best and the brightest students, though those students still come mainly from the humanities and the social sciences. Faculty *are* better trained in research and more involved, perhaps too much so, in professional association work. (I note that one-third of the last 15 ALA presidents have been library educators.) Graduates *are* securing employment in a variety of library/information agencies. Indeed, Margaret Myers' superb analysis of the job market indicated that there *are* and *will be* many opportunities for librarians to practice their profession.[9]

The new technology has not only been introduced into library education, but the training is often far more advanced than most library jobs currently require. Curricula *have* changed and continue to change. Doctoral programs, small by any standards, need better publicity and more recruits, but they *have* produced a core of persons who are adding significantly to the profession's knowledge base. Continuing education is flourishing in library associations and state agencies, and library school faculty serve as instructors in many such programs.

That problems exist, no one would deny. Contradictory trends have been noted by both Robert Hayes and Herbert White.[10] Higher admissions standards and the ruthless weeding

"The profession's nervousness in the face of a seemingly hostile environment has led to confusion, self-doubt and occasionally just plain wrongheadedness."

out of less qualified applicants play havoc with schools trying to maintain enrollments.

An extended period of time for obtaining the MLS degree, necessary for specialization, costs more money and encourages students to opt for 30-to-36-hour degrees instead of 48. The same is true for the demand for programs to encompass broader areas of information work. As Lester Asheim has noted, a longer program is probably inevitable "because of the cumulative effect of new knowledge that does not replace old knowledge, and because of the higher degree of intellectual command of our subject matter that will be expected when support staff takes over many of the functions that once used to be in the job description of the librarian.[11] Certainly for the foreseeable future one will find librarians demanding both the old and the new skills and knowledge.

What the library profession needs to understand is that greater specialization, management training, new technology, and research all come at a price. If the profession needs librarians with more sophisticated knowledge and skills, then it will have to seek greater funding for those programs to encourage future librarians to seek such education. No one in higher education has ever claimed that excellence is cheap. We kid ourselves when we claim that any fool can be a librarian (alas, some are).

Research is always a problem for library school faculty who must look in two directions: to the university, which holds research as its highest value, and to the profession, which places the greatest importance on professional work. Somehow we have to do both. In that process we are not helped by ineptly documented books and articles that decry our lack of "scientific research" or "simple pragmatism." My observation is that the most acerbic critics of research do the least amount of it and what little they do is usually of poor quality.

To deal with all the contradictory trends will require not only strong leadership in the schools but also the support of the profession. The profession, however, has often shown more willingness to criticize library education than willingness to help.[12] The profession is not wholly to blame for that. Library school deans must relate more positively to the profession, convince university administrations of the need for greater financial assistance, seek support of alumni, and convince society that what we do is important in an information age. In all of these activities they need the assistance of professional associations.

Do we have the courage to do what it takes to ensure the survival of our professional education agencies? Of course. Li-

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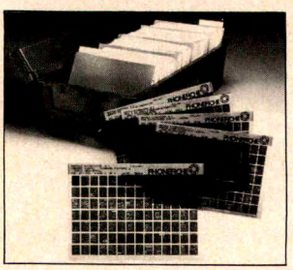

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brary education not only will survive but, like libraries themselves, will improve. Much of that improvement, however, will depend upon how the profession itself develops. In making that assertion I agree with Michael Buckland, who assumes that library education will follow what happens in librarianship. His view is probably not shared by many library educators who see library education as leading the field rather than following it.

Viewing the next century

As I have already suggested, Buckland had the unenviable task of concluding the symposium with the topic, "Education for Librarianship in the Next Century."[13] His views were personal and did not involve the Delphian technique, "where one person who does not know asks many person who don't know" what the future will bring. He was aware that the path of the futurist was strewn with obstacles but, typically, he didn't let that bother him.

Buckland made the assertion, seemingly novel to some of our contemporaries, that his prediction was based on an understanding of how things are now. Thus, eschewing the "scientific breathlessness of the futurists," Buckland analyzed three aspects of librarianship that might be susceptible to change: library values, library technology, and library science. His conclusions are worth repeating here for a larger audience.

1. **Library values** (attitudes, roles of libraries, selection and censorship, cultural environment). Buckland sees this aspect likely to change the least. These values have remained remarkably stable in librarianship. They are the product of cultural change and he believes the Western liberal tradition will continue to influence what is regarded as suitable.

2. **Library technology** (technology available for use in library services). This will be the area of greatest change. Trends are already clear: additional media for bearing text, powerful technologies for handling text, and much progress over time. Technological tools will greatly improve over the next hundred years.

3. **Library science** (how we understand our business). Our understanding of what business we are in (IBM beware!) will broaden and expand significantly. However, progress will be slow, especially as we deal with aspects of human behavior. *If the mission of libraries is to bring information to people, then the form will make very little difference.* The curriculum will resemble current programs in broad outline but the academic unit in which the MLS degree is housed will include other information professions, e.g., databases, records management, archives, online retrieval services.

Buckland's analysis of the future seems on target to me. Some of his conclusions will be hotly debated and will seem conservative to those he terms the "scientific breathless." However, if you start with the world as it is, and emphasize what is likely to occur, you would be hard put to fault his analysis. Yes, there *is* a future for library education. A lot of it will be familiar but some parts will be quite different.

Perhaps a good way to conclude is with a bit of rhetoric. No one does that quite as well as Columbia's dean emeritus, Jack Dalton. In toasting the library education centennial, Dalton raised his glass:

> To those who did their best to clear a path for the work ahead of us, and to the future of...those who must assimilate the findings of library science and information science to the great tradition of librarianship and inspire those who are to become [in Barzun's words] "the glowing points of contact between the library and the inquiring mind." □

Notes

For those who wish a comprehensive look at the past and current status of library education, I recommend the excellent articles in two recent issues of *Library Trends:* "History of Library and Information Science Education," edited by Donald G. Davis, Jr. and Phyllis Dain, Winter 1986; and "Current and Future Trends in Library and Information Science Education," edited by George S. Bobinski, Spring 1986. Also useful are the two issues the *Journal of Education for Library and Information Science* has published for the centennial: Winter and Spring 1986.

Two shorter articles provide an overview: my own "One Hundred Years of Progress: The Growth and Development of Library Education," *ALA Yearbook of Library and Information Services, 1986,* edited by Roger H. Parent (Chicago: ALA, 1986), pp. 22–28, and Peggy Sullivan, "ALA and Library Education: A Century of Changing Roles, Actors, Shifting Scenes and Plots," *Journal of Education for Library and Information Science* 26 (Winter 1986): 143–153.

There are other articles to come. Before the end of the library education centennial year, librarians may be heartily sick of the topic. That would be understandable but unfortunate in view of the possible consequences.

1. Herbert S. White, "The Future of Library and Information Science Education," *Journal of Education for Library and Information Science* 26 (Winter 1986): 175.

2. Samuel Rothstein, "Why People Really Hate Library Schools," *Library Journal* (April 1, 1985): 41–48.

3. Ibid, 45–46.

4. Ibid, 47.

5. Peter F. Drucker, *Managing in Turbulent Times* (New York: Harper & Row, 1980), ch. 3.

6. Michael Buckland, "Education for Librarianship in the Next Century," *Library Trends* 34 (Spring 1986): 785; and Evelyn H. Daniel, "The Library/Information School in Context: The Place of Library/Information Science Education within Higher Education," *Library Trends* 34 (Spring 1986): 642.

7. Buckland, op. cit.

8. Marion Paris, "Library School Closings: Four Case Studies," presentation at ALISE Conference, Chicago, January 16, 1986.

9. Margaret Myers, "The Job Market for Librarians," *Library Trends* 34 (Spring 1986): 645–666.

10. Robert M. Hayes, "Accreditation," *Library Trends* 34 (Spring 1986): 537–559; White, op. cit., 174–181.

11. Lester E. Asheim, "Education for Librarianship: Present and Future," in Paul Koda, ed., *Fiftieth Anniversary School of Library Science The Bookmark* (Friends of the Library, The University of North Carolina at Chapel Hill) 51 & 52 (1982): 155.

12. Rothstein, op. cit., 42–43.

13. Buckland, op. cit.

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IFLA's 52nd conference:

Tokyo welcomes world librarians

Japanese hosts outdo themselves but "heightened" yen limits attendance

by Theodore F. Welch

THE LAND OF THE RISING Yen was host to the 52nd conference of the International Federation of Library Associations and Institutions August 24–29. "New Horizons for Librarianship Towards the 21st Century," the conference theme of the 60-year-old organization of world librarians, challenged nearly 2,000 participants in Tokyo to think about issues and concerns that will face the library profession 15 years from now.

Michio Nagai, former minister of education and current chair of the Japan Library Association, was chairperson of the Japan Organizing Committee for the conference. Nagai, who was awarded the IFLA medal at the final session of the conference, said Japan was chosen as the site "because, among other things, this country is a place for encounter between industrially developed countries of the North and the developing countries of the South." Encounter, not confrontation, indeed occurred.

Rising yen causes problems

Despite hundreds of requests for financial assistance from Japan by participants from Third World countries—owing in part to the some 30-percent average rise in the value of the yen against global currencies—only a handful of IFLA travelers from overseas received aid directly from Japan. (There was a "break" for domestic conference goers: a one-day registration fee was instituted a few weeks before the conference. The daily fee of 10,000 yen ($66) was originally planned as a contingency in case the anticipated total of one thousand overseas guests paying a 42,000 yen ($280) registration fee was not met. When registration figures showed only 700 foreigners coming, the daily fee was installed.)

Fourteen representatives from Korea, Thailand, Malaysia, Chile, and Africa received support for a two-week stay that included a mini-conference in Kanazawa. That conference, "Industrial and Scientific Information for Development," was the first pre-conference sponsored by the IFLA Special Libraries Division. It was held at the impressive Kanazawa Institute of Technology and featured a keynote address by past IFLA president (and honorary president since 1974) Herman Liebaers.

Because India expects to invite IFLA to hold a conference there after 1991, an Indian official was granted a stipend to cover a portion of the local costs of his IFLA stay. One foreigner residing in Japan won some support for IFLA attendance. All others struggled with "Endaka" (Heightened Yen).

The devastating effect of the rise in the yen was the only one of several broader political issues to garner attention from librarians gathered in Tokyo. For instance, attempts to hold meetings on the nuclear threat, prompted by the presence of U.S. warships near Japan, were rejected by the Organizing Committee.

Information imbalance

Much more to the point of the meetings were discussions related to the imbalance of information flow between Japan and other countries. Japan has been characterized by her strongest allies as an information gathering rather than information sending country. The one-way flow of scientific information from advanced nations into Japan has sparked recent studies and action by the U.S. Congress calling attention to this "information deficit." Japan anticipated the enactment of Senate Bill 1073 (the "Mineta" bill, after the California Democratic Senator) and the call for continued U.S. efforts to combat the information imbalance.

In response, the Japan Information Centre of Science and Technology (JICST) has established a file on science, technology, and medicine in Japan available in English. JICST displayed its online system, JOIS, or Japan Online Information System, at the IFLA exhibits. The JOIS database in English goes back to 1985 and includes close to 250,000 citations; about 15 percent of them are annotated. The majority of the citations in the current English language database represent periodical literature, technical reports, and papers in chemistry, biochemistry, life sciences, and medicine.

JICST was one of some 50 exhibitors in the "library fair" (the Japanese name carried the weightier title of "International Library and Information Combined Exhi-

Photos by Theodore F. Welch

Michio Nagai (left), Japan Library Association chair; publisher Klaus Saur; Hans-Peter Geh, IFLA president; and Toshijuki Hattori, chair of Kodansha, take part in "kagami-wari," the Japanese ceremony for cracking open the saki barrel.

Theodore F. Welch is director of libraries at Northern Illinois University and chair of the ALA Advisory Committee on Liaison with Japanese Libraries.

bits"). The fair showed off the latest laserdisc and CD ROM technology to more than 16,000 visitors. It was the first major library technology display in Japan.

Also related to the issue of information imbalance were participants' discussions on the availability (or nonavailability) of Japan Marc within their countries, and the status of other national Marc format efforts, especially in developing countries. Of ongoing concern is the issue of international copyright, particularly the protection of software and databases. Participants also discussed the basis for negotiations toward bilateral or multilateral copyright protection agreements and problems of ownership of information in both free and controlled societies.

The U.S., through the National Commission on Libraries and Information Science, granted $25,000 to help strengthen the Latin American regional work of IFLA. The funds will be used to conduct a one-week seminar on Latin American regional cooperation.

Business and program meetings of the various IFLA core programmes, divisions, sections, and round tables went smoothly, due in large part to excellent simultaneous interpretation facilities. A daily *IFLA Express*, published in English and Japanese, kept conference attendees alerted to fast-breaking news and changes in venue, and attested to the superb organization of the conference by the Japanese hosts.

A royal touch

It would have been difficult to find a warmer country to serve as host for IFLA than Japan. The term "warm" here definitely alludes to traditional Japanese cordiality. But Tokyo in August is also invariably hot and intolerably humid. It was the second time IFLA has been held in Asia (Manila was host in 1980), and the elegance of many of the conference events was "world class."

The tea ceremony was one of several traditional Japanese arts demonstrated at the IFLA conference.

Among those attending the Tokyo conference were, left, Veerle Minner of Spain, and Margareta Torngren, IFLA Executive Board member from Sweden.

At the opening ceremony in the National Theatre, and later at the Hotel New Otani reception for 2,000 guests hosted by the Governor of Tokyo (and paid for with his funds), the Crown Prince and Princess of Japan appeared. The Crown Prince observed that the number of literate people in Japan has increased since the country opened its doors to exchange abroad some 130 years ago. "It is said, on the other hand, that because the Japanese people have a tendency to read books in their personal possession and do not utilize libraries, that compared to the number of books published, libraries have not developed," he remarked in obvious reference to the larger number of bookstores than libraries in his country.

The Crown Prince and Princess were also present at the evening reception and heard IFLA President Hans-Peter Geh speak about world library matters. As they left the modern conference hotel, the royal guests paused to speak to and share a handshake with some of the guests.

The Japanese setting provided participants with many opportunities to experience Japanese traditions, especially in the arts. A papermaking (Washi) machine was part of the "academic" exhibits. During the course of the conference, the traditional tea ceremony was conducted, with attendees partaking of the rich, thick "matcha" tea. The ancient court dance and music, "Gagaku," was performed at the opening ceremony and was a first for many Japanese as well. Japan issued 28 million copies of a commemorative conference stamp bearing a woodblock picture by Katsukawa of an 18th-century child reading a book.

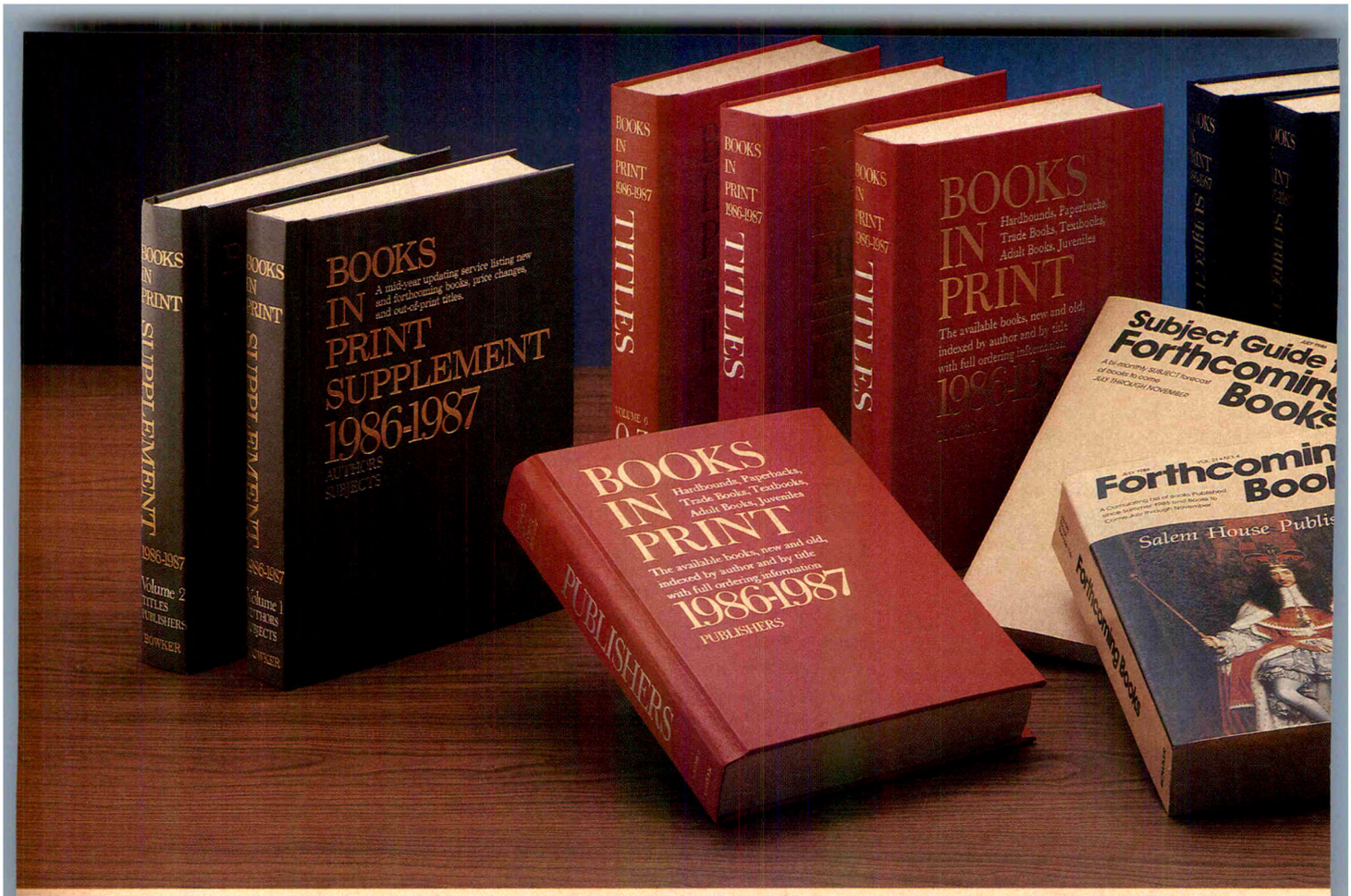
Tours to the National Diet Library to see the new wing and its display of Edo era maps were a popular choice. Other visitors went to the Tsukuba University Library and to the University of Library and Information Science, a four-year national college solely devoted to education for the library profession. Special libraries of museums, corporations, and information processing organizations were open to visitors. Those interested in Japan's publishing world could witness firsthand Japan's unique approach to publishing, distribution, marketing, and sales. Japanese librarianship was the subject of close to one-fourth of the nearly 200 papers presented at conference program meetings.

It was not all conference and culture in Tokyo, however. Americans had many opportunities to relax and meet socially with one another. They were hosted by ALA Executive Director Tom Galvin in the ALA suite, and by American Embassy library development officer Thomas Raymond at the Embassy staff residence.

Other news—and dues

In other IFLA business, a coordinating committee for IFLA clearinghouse managers will be established as a subcommittee of the Publications Committee. Despite a 30-percent cut in Unesco income owing to withdrawal of some member states, dues for IFLA members will not be raised from the current minimum Dfl 450. Institutional association memberships remain at Dfl 550 and personal affiliates are Dfl 150. The Executive Board interviewed candidates for the position of Secretary General, which becomes vacant when Margreet Wijnstroom retires during the 1987 IFLA conference in Brighton.

Fifty-five countries were represented at the conference, down slightly from the preregistration figure of 62. Next to the U.S., represented by 199 registrants, the largest delegation was from Korea (51). The U.K. (50), France (44), and Germany (42) provided the usual strong representation from Western Europe. Canada had 32 registrants. The U.S.S.R. (11) was the largest group from a Communist nation. □



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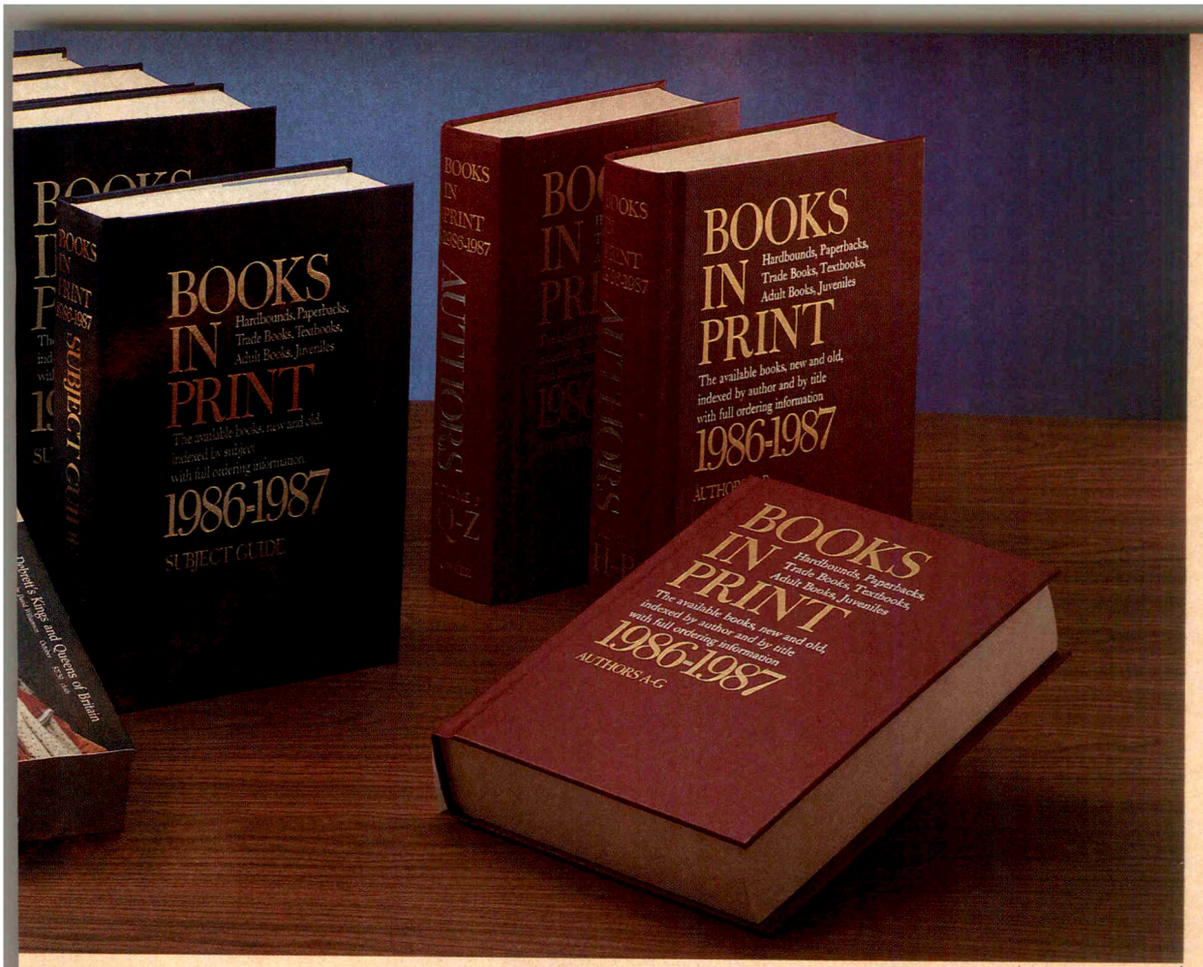

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Revitalizing the children's area

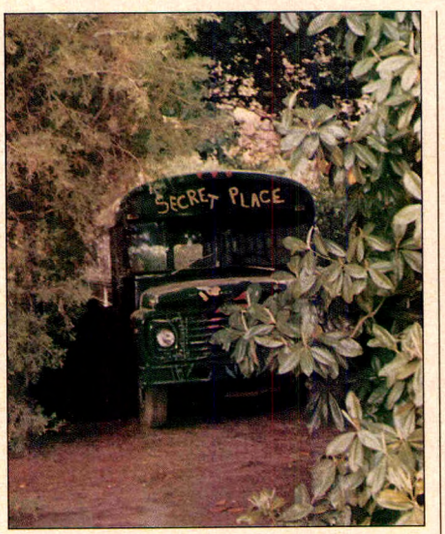
Readers describe accents and creative design ideas

IMAGINATIVE LIBRARIANS HAVE come up with creative projects and inventive solutions to make children's areas more appealing, even on a shoestring budget. Fantasies have also become realities where total renovation has been possible. *AL* shows here the best of the responses received to our appeal (Feb., p. 143) for photos illustrating how libraries have revitalized the physical space young people use.

Surplus bus becomes "Secret Place"

Among those sending in examples of lively accents was Thomas Hart, professor at the Florida State University library school in Tallahassee, who introduced *AL* to what two dynamic librarians could do with a surplus school bus and an adaptation of an old-fashioned train.

The refurbished "Secret Place" bus is located behind the children's garden of the Grady County Public Library in Cairo, Ga. Shaded by magnolia and evergreen trees, it provides an inviting environment for preschoolers and parents, some of whom have reading problems, to come together in a place removed from an institutional setting. There they can read children's materials together without fear of embarrassment.



A refurbished "Secret Place" bus provides an escape to learning for children coming to the Grady County (Ga.) Public Library.

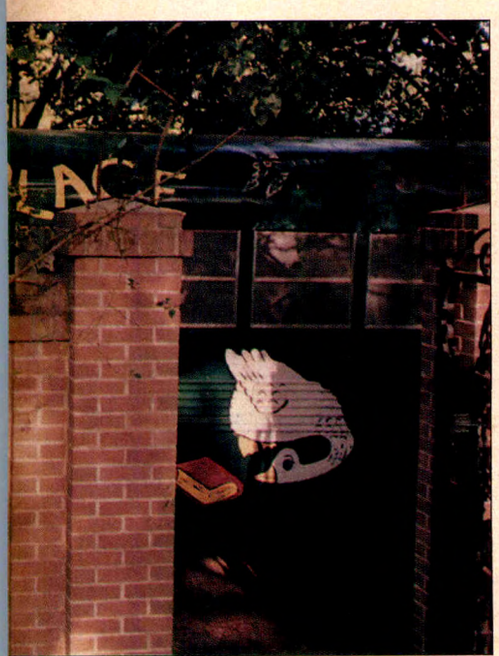
The library serves primarily low-income families in a depressed area of south Georgia. They lack a rich reading background and own few books of their own. "The nurturing comfort of a limited space is not threatening to the preschool child," writes Wessie Connell, library director. "The county school board gladly gave a retired school bus, and students from Vocational High School sharpened their skills dismantling the seats, making book cases to fit under bus windows, laying carpet—a gift from local businesses—and spray painting and installing cove lighting," she said.

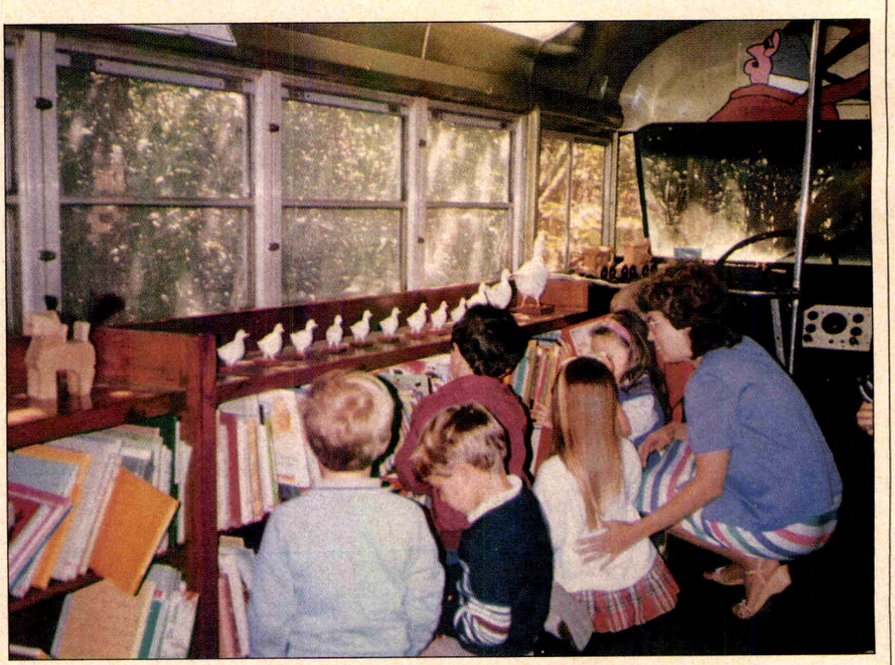
This was a community program that enhanced adults' sense of participation as they watched a beat-up, forgotten bus become an attractive hideaway with a model collection of books, records, pieces of sculpture, children's prints, toys, and learning games.

A Title I grant from the state library supported some of the costs.

Media center creates "AV Express"

Professor Hart also wrote of how Roberta Mann, media specialist at the Oak Ridge Ele-





Mr. Toad, above right, is a "pretend" driver and a select group of realia and picture books are constantly replenished at the "Secret Place." Local high school art classes painted the illustrations on the bus, which children enter through the garden gate.

mentary School in Tallahassee, initiated a year-long project to put her library's AV Express "train" on track.

At a parent-teacher meeting, Mann presented the idea of a train equipped with a microcomputer, computer games, record players, tape recorders, and sound filmstrip projectors. One of the parents, a draftsman, took Mann's sketches and offered to draw needed plans. After much searching, Charlie Ash, industrial arts teacher at Rickards High School, agreed to build the train in his advanced class.

"With $600 from the P.T.O., $200 from a book fair that met a goal of raising enough to buy the wood, and $250 in donations from lumber companies, we built, electrically wired, and painted three cars, an engine, and a little red caboose," Mann said. Each car has four wet (electrically wired) carrels, including the engine.

Since the cars would be too cumbersome to fit through the door, parts had to be prefabricated. Parents, teachers, and the Rickards students volunteered a Saturday to put on the finishing touches, including a base coat of paint. A county maintenance crew assisted in the wiring and in obtaining paint.

When pupils enter the media center, a life-sized soft sculpture named Engineer Charlie greets them in the engine of the train. The front section on which Charlie leans doubles as a puppet stage, and the red caboose contains shelves for displaying new books.

"Teachers consider the train a real motivator," Mann said. Children earn extra time in the media center by completing work in the classroom first. Once there they usually gravitate to the AV Express.

Students using a variety of media in one of the AV Express cars, each of which contains four electrically wired carrels. Media specialist Roberta Mann said that children think of Charlie, above right, as just another member of the Oak Ridge school community.

Nautical artifacts add interest

According to Evelyn Laurine, president of the Edmonds (Wash.) Friends, a recent project to make its children's area more colorful, functional, and inviting cost the group only $5,400.

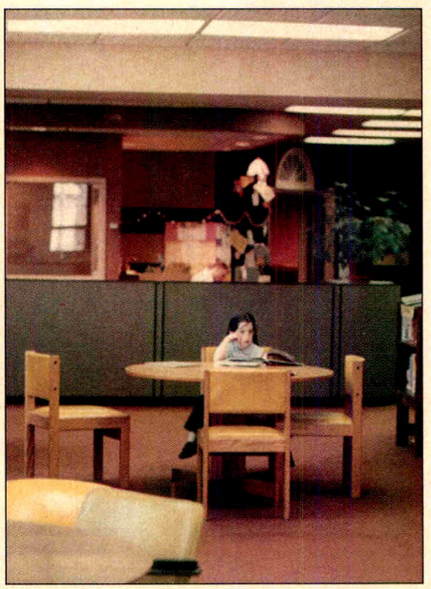
Laurine writes: "Because the four-year-old dramatic brick library, with its sweeping view of Edmonds, Puget Sound, and the Olympic Mountains, had basically a gray-beige interior, we painted four wall areas marine blue." Over this the friends suspended fishnets, floats, buoys, starfish, and other nautical artifacts.

From the ceiling hang fanciful stuffed-paper fish of every shape and color made by children of several elementary schools. A leisure-reading boat called "Story Sloop" has become a favored spot. It features brightly colored, fish-shaped pillows. Blue floor cushions with rope handles stand nearby.

Five-foot custommade shelving, along with slanted periodical display slopes and a thousand-volume paperback rack, replaced adult installations. The city contributed

By painting four large wall areas marine blue and breaking them up with nautical decorations, the Edmonds (Wash.) Public Library friends made a monochromatic interior more inviting. Its most popular feature is the "Story Sloop" reading area.

Grand Forks designed its children's area with three round internal windows overlooking the adult reading room.



An older reader sits at study table, above right, provided for older readers at the Meadville (Pa.) Public Library. A puppet tree and a few large huggable stuffed animals, above left, welcome children to their library in Troy, Mich. The brick entrance flooring is decorated with a colorful dhurrie rug (below), flanked by upholstered chairs and plants. The cost of renovating, excluding furniture, came to $100,000. Most work was done by the maintenance staff.

Youthreach

$1,000 for the shelving. Seafaring paraphernalia accent the entire area, including roped pilings, anchors, compasses, and a 100-gallon aquarium.

Drastic renovation in Grand Forks

Virginia Stemme, children's librarian at Grand Forks (N. Dak.) Public Library, wrote that her department's renovation was "drastic," but the improvement in services has been dramatic, too.

Previously in cramped quarters, the children's area is in a new L-shaped space of about 6,000 square feet. "It extends from the balcony/meeting room level across the end of the building and along half of the rear," Stemme said.

It is accessed through a door from the balcony near the front stairs and elevator.

"Three round internal windows (see photo) in a slanting wall overlook the adult reading room, creating a loft effect," she reported. "They provide a visual and psychological link between the two areas and help the children feel less cut off from the adults, who sometimes include a parent."

The yellow and orange desks in front of the round windows were purchased at a discount store. "We use them for preschool through kindergarten," she said, "and so far they've proved very durable. They're sold as plastic picnic tables called 'Little Tikes.' "

Patron inhouse activity has risen by more than 30 percent in the area's second year.

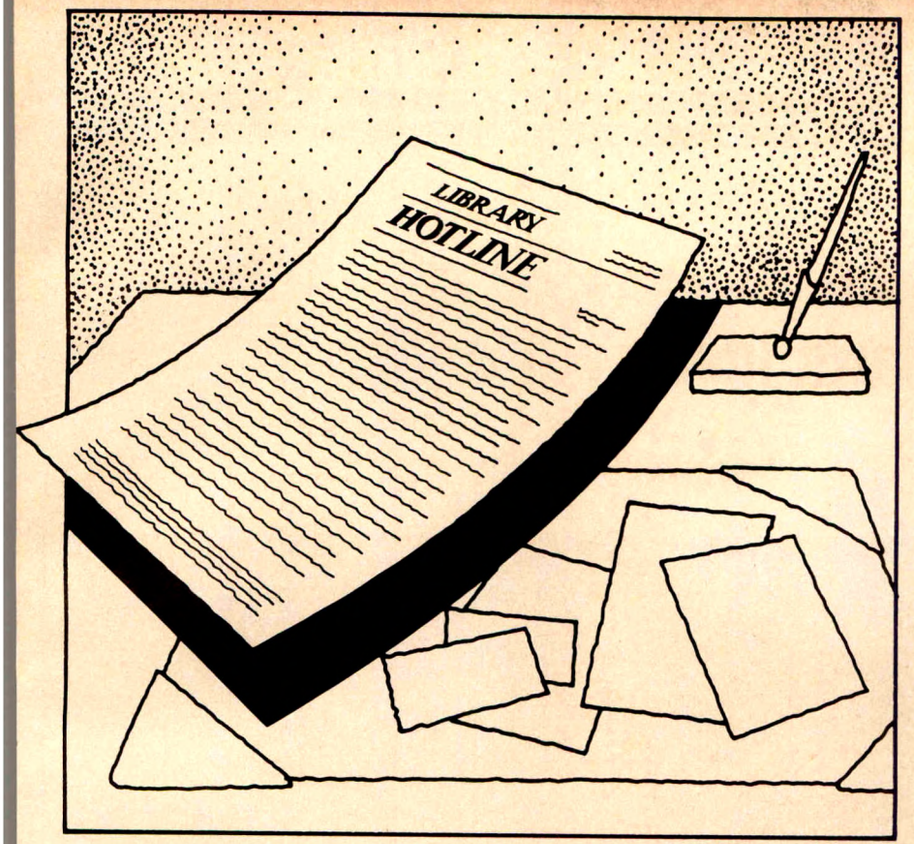
Other major renovations

With $325,000 in capital gifts, LSCA Title II funds, and a National Endowment for the Humanities Challenge Grant, the Meadville (Pa.) Public Library enlarged, redesigned, and renovated its children's space. Librarian Mary Lee Minnis said, "The room is designed to provide a peaceful yet cheerful environment which will accommodate the needs of toddlers to teens."

Especially inviting are study tables provided for older readers (see photo) amidst the nonfiction books. Book circulation is up 35 percent.

When the Troy (Mich.) Public Library built a new addition, Children's Services was able to take over most of the former main library's 17,000 square feet. "With the young people's information/reference desk bisecting the floor, one half is devoted to YA, juvenile material, and reference," reports associate director Sandra Arden. "The other half contains all preschool and easy-reader books, book/cassette/record sets, flash card kits, puppets, and stuffed toys (see photo above left and at bottom).

Colors are beige, bright spring green, and warm orange, giving the room a sunny, upbeat look. Clear and attractive signage defines the area. —*Edith McCormick*



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who we are

Frances Neel Cheney

A librarian's literary friendship

by Sandy Whiteley

FRANCES NEEL CHENEY and her husband Brainard are lifelong residents of the South. Fannie was a member of the faculty of the George Peabody Library School at Vanderbilt University for almost 30 years. Brainard has been a journalist, novelist, critic, and political speechwriter. Through Brainard's literary efforts and the couple's association with Vanderbilt, the Cheneys came to know many of the members of the Fugitive and Agrarian movements, Southern literary movements of the 1920s and 1930s.

Fannie Cheney was a student of John Crowe Ransom at Vanderbilt and during World War II she was the assistant to Allen Tate, who held the poetry chair at the Library of Congress. The Cheneys were also friends with Robert Penn Warren during his years at Vanderbilt.

In 1953 the Cheneys began a friendship with the young writer Flannery O'Connor that was to last until her death in 1964 at the age of 39. O'Connor was the author of two novels and two collections of short stories. This June the University Press of Mississippi published *The Correspondence of Flannery O'Connor and the Brainard Cheneys,* a collection of 188 letters edited by C. Ralph Stephens. Unfortunately, Fannie Cheney did not make carbons of her letters to O'Connor, so they could not be included in the book; but her husband's letters and O'Connor's letters to the two of them collected in the volume provide a vivid picture of their friendship.

Frances and Brainard Cheney and Flannery O'Connor (from left). Photo courtesy of the O'Connor Collection, Georgia College Library.

Review leads to friendship

The Cheneys met O'Connor after Brainard wrote an appreciative review of her first book, *Wise Blood,* in a literary magazine. O'Connor wrote him to say that she felt he understood her work (unlike most of the reviewers of the day), and a friendship was born. Over the years, Brainard Cheney and O'Connor exchanged manuscripts of books and stories in progress and criticized and supported each other's work.

There were many visits by the Cheneys to Andalusia, the O'Connor farm outside of Milledgeville, Ga., and visits by O'Connor to Cold Chimneys, the Cheney home in Smyrna, Tenn. Between their visits, they shared news and opinions in their letters on favorite topics of mutual interest: their native South, their Roman Catholicism, their literary interests, and literary friends they had in common, such as Allen Tate and his wife Caroline Gordon. As O'Connor's life became more circumscribed by illness (she had lupus erythematosus and was on crutches during her last years), this correspondence became more important to her.

The Cheneys made their first visit to Andalusia in June 1953. O'Connor wrote to a friend about the visit, "Mrs. C. is a liberry science teacher at Peabody but she is very nice in spite of that. In fact you would never know it." In several letters O'Connor alludes to Fannie's profession, once asking her to recommend an encyclopedia, and another time reporting on a meeting of the Georgia Writer's Association where she sat next to a librarian. "Whenever I find myself in the company of a librarian, I say in an impressive voice, 'Do you know my friend, Mrs. Cheney?' At which they always say yes and accept me as a blood brother."

One of the things that Fannie Cheney

Sandy Whiteley is editor of ALA's *Reference Books Bulletin.*

and O'Connor shared was their folksy sense of humor. Other letters from O'Connor contain humorous anecdotes about life on her farm and her experiences on the literary circuit. The Cheneys received their last letter from O'Connor a little more than two weeks before her death.

Conversation and cooking

The many visitors to the Cheneys' home have commented on the good conversation and Fannie Cheney's celebrated cooking. Ashley Brown, another literary friend, recently wrote, "In retrospect it seems to me that Cold Chimneys was something like Coole Park in County Galway, Lady Gregory's house, where for years William Butler Yeats and his friends gathered." Another visitor to the Cheneys' home called it "as close to Gertrude Stein's 1920s salon as we're likely to have anywhere in this part of the country." O'Connor wrote to another friend after visiting the Cheneys that she "heard a lot of Tennessee politics and more literary talk, most of it over my head, than since I left Iowa" (referring to the University of Iowa writers school). The Cheneys played hosts to Malcolm Cowley, Russell Kirk, Robert Lowell, V.S. Pritchett, and Jean Stafford, among others.

> O'Connor wrote to a friend... "Mrs. C. is a liberry science teacher at Peabody but she is very nice in spite of that. In fact you would never know it."

A power in ALA

In the midst of this literary life, Brainard Cheney writes to O'Connor that he has just put Fannie on a plane for Kansas City or Philadelphia or Montreal because "she is a power in the politics of the ALA." In the 1960s, Fannie was a member of ALA Council and Executive Board, and also served as president of the Reference Services and Library Education divisions. Brainard also alludes to her heavy work load as acting director of the Peabody Library School and to her hosting Japanese librarians met during her stay as a visiting faculty member at the Japan Library School. Fannie also is known in the library profession as the author of *Fundamental Reference Sources,* compiler of the "Current Reference Books" column in *Wilson Library Bulletin* for 30 years, and winner of the Mudge Award for Reference Service.

Fannie Cheney retired from Peabody in 1975, and in 1978 was made an honorary member of ALA. She and Brainard have been married for more than 50 years and still reside at the family home in Smyrna, Ga., now renamed "Idler's Retreat." Fannie is anything but an idler, however, and continues to contribute reviews to ALA's *Reference Books Bulletin,* as she has since 1954.

The Cheneys have shared many literary friendships but always maintained their own intellectual spheres. Fannie left the writing of literary criticism to her husband, but has written over 10,000 reviews of reference books for the library press. Fannie Cheney celebrated her 80th birthday this August, with her love for books and libraries and her wonderful sense of humor undiminished. □

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library life

A WINDOW ON OUR INTERESTS WORLDWIDE

Mary Patchett

Library's model garden grows goodwill

"When we first started planting our garden, a lot of local business people said it would be vandalized and kids would ruin it; but that hasn't happened," Bill Caddell said of his library's now flourishing perennial flower bed.

When patron Florence Smith donated $500 to the Frankfort (Ind.) Community Public Library last April, director Caddell used it to buy plants for a garden he had been planning for years. When he discovered the library custodian, Dick Grove, had an aptitude for gardening and was interested in caring for the perennials, he gave the go sign.

Michael Kaczorowski, manager of the Indianapolis Museum of Art Greenhouse, designed the flower bed and planted it with the assistance of library staff members. Caddell's own interest in flowers prompted him to launch a series of spring gardening programs called "Green Thoughts," which attracted about 20 people per session. Among the subjects were residential landscaping and starting seeds at home. Invited to the programs were members of Frankfort Main Street, Inc., a group whose purpose is to attract people back to the town center and revitalize the main business district. The library cooperated with the group in encouraging people to plant trees and landscape their yards.

"You now see gardens everywhere in town. People are trading plants, coming to the library to look at our perennials, and working together informally since our programs," Caddell said. A plan identifying and locating all the plantings is available to patrons as are circulating videotapes of the "Green Thoughts" series.

Caddell reported the improved landscaping has prompted some citizens to donate money to the library. "One gentleman who had not been a patron changed his will to endow the future maintenance of our garden," he said.

Changing two images at once

Door prizes, mini-seminars, and balloons welcomed students and faculty to the Georgia Baptist Hospital School of Nursing library at a recent celebration. The staff was determined to raise the library's visibility, bring in nonusers, and show they were not just "shushers."

Highlighting the week were sessions on the professional image of nursing, entitled "Professional Portrait." The LIFE Uniform and Shoe Shops presented a fashion show using library tables as a runway for student models. Seniors from the Arnold International University of Cosmetology conversed with students and faculty on hairstyles, makeup, and skincare. Women from a local company performed a student-to-professional make-over on three nursing school seniors (see photo).

Shortly after the events, student feedback indicated that the library had accomplished at least one of its goals—to be *liked.*

—Based on a report from Susan Wright, librarian, and Mary Allen and Lynne Connolly, assistant librarians.

Two GBH School of Nursing students get color analysis from library seminar leaders.

ala and you

Professors say liberal arts best for pre-MLS students

A good solid background in the liberal arts is still seen as the best undergraduate preparation for students entering MLS programs, according to a survey of a sampling of graduate library school faculty. The report, "Desired Educational Backgrounds for Potential MLS Candidates," was presented at the 1986 Annual Conference to the ALA Standing Committee on Library Education (SCOLE) by its Task Force on Articulation, chaired by Joy L. Lowe.

Although respondents stressed "breadth" as opposed to specialization, specific undergraduate courses were mentioned as desirable. Fifty-one percent of the respondents felt that computer literacy and foreign language courses were important. Recommendations for coursework in statistics and communications were mentioned by 24 percent and 18 percent, respectively. Other courses named by more than one respondent included logic, research, business management, and mathematics.

In response to the question, "Do you think there should be an undergraduate major that feeds into the MLS program such as is common in business, nursing, medicine?," the majority of respondents answered in the negative. They felt that an undergraduate program would be limited in scope and would not provide potential librarians with a sound general, liberal education. Some faculty members felt, however, that an undergraduate major would allow more time to devote to elective curricula at the graduate level and help the MLS courses to be more research oriented.

The majority of respondents were disinclined to believe that MLS applicants with undergraduate majors in library science might benefit from admittance to a graduate program or were, to varying degrees, opposed to their admittance. Some faculty felt undergraduate library science majors tended to be better versed in techniques—the "how" of things—rather than in the philosophy or "why" of things. As one respondent wrote, the closer the applicant comes to the "Renaissance person" ideal, the better. Some faculty noted that undergraduate library science curricula tend to be more appropriate to students seeking school library certification.

In discussing the results of the survey, SCOLE members felt that a number of schools are experimenting with undergraduate programs or considering the possibility of information science or some other type of component at the undergraduate level. The current programs for the undergraduate library/information science degree are changing, and the faculty members responding to the survey may have been interpreting an earlier picture.

Because the interest in undergraduate professional courses may increase in the future, the task force report concludes that both educators and practitioners need to address this issue in a practical manner.

Serving on the task force with Chair Lowe were Joseph Mika, Darlene Weingand, and Jana Varlejs.

The nine-page survey report is available from SCOLE, ALA, 50 E. Huron St., Chicago, IL 60611.

Youth divisions to cosponsor Allerton Park Institute

An Allerton Park Institute designed to create a "Youth Agenda" of action plans for more effective library service to young people will be held in Champaign, Ill., Nov. 14–16.

The American Association of School Librarians (AASL), the Association for Library Service to Children (ALSC), and the Young Adult Services Division (YASD) are sponsoring the institute in cooperation with the University of Illinois at Urbana/Champaign Graduate School of Library and Information Science. The library school has been sponsoring Allerton Park Institutes since 1954 to encourage scholarly examination of various aspects of librarianship.

The youth services institute will provide an opportunity for youth service librarians, media specialists, library educators, and administrators to discuss theories and means of meeting the information needs of children and young adults in both school and public library settings.

Participants will attend four focus sessions in addition to keynote and summary presentations by such experts as Marilyn Miller, Regina Minudri, Lillian Gerhardt, and Margaret Bush. Recommendations for the "Youth Agenda" for the 1980s, 1990s, and the next century will be prepared during the final focus session.

Registration, including meals, is $165. Participants will be responsible for their own lodging at the conference site, the Chancellor Hotel. For registration and housing information, contact Leslie Edmonds, Conference Director, 410 David Kinley Hall, Graduate School of Library and Information Science, University of Illinois, Urbana, IL 61801 (217-333-3280).

NEH again funds librarian/humanist program

The National Endowment for the Humanities has awarded $152,906 to the Association of College and Research Libraries (ACRL) and the Public Library Association (PLA) to conduct four workshops in 1986–87 similar to the seven that proved highly successful in 1984–86.

The workshops bring public and academic librarians and humanist scholars together for the purpose of cooperatively planning humanities programs and attracting funds. Half the librarian/humanist teams attending the 1984–86 workshops have subsequently applied for grants and two-thirds of those applying won awards.

ACRL and PLA are now accepting applications from new librarian/humanist teams, with preference given to teams of one academic librarian, one public librarian, and one humanities scholar. Fifteen teams will be accepted for each workshop. Deadline for applications is seven weeks prior to each workshop.

The workshop dates are Nov. 19–21 in Orlando, Fla.; Feb. 25–27 in the Southeast; April 22–24 in the Plains states; and Oct. 14–16, 1987 in the Northeast.

Julie Virgo, vice-president of the Carroll Group and former ACRL executive director, will be the major presenter. Some individual consulting time will be available with Virgo, Thomas Phelps of the National Endowment, and Joseph Parisi, *Poetry* magazine editor.

For an application form, contact Sandy Donnelly, ACRL, at Headquarters; for further info, contact ACRL or PLA.

Rename *Top of the News* and win $100 prize

The Association for Library Service to Children (ALSC) and the Young Adult Services Division (YASD) will award $100 to the contestant who retitles *Top of the News*, their quarterly journal.

ALA Past President Peggy Sullivan proposed the name change and donated the prize money. "The current title is more suggestive of a newsletter and does not reflect its scope or audience," Sullivan says. "Changing the title to a more descriptive one would make it more visible to researchers and others unfamiliar with it, and could help increase the journal's status in the professional and academic worlds."

Based on the recommendation of *Top of the News* Editor Joni Bodart and the advisory committee, the ALSC and YASD boards have voted to change the title and solicit ideas from the field in a competition during November and December. The boards will select a new title at Midwinter Meeting. No prize will be awarded if the competition fails to produce the selected title.

Suggestions for the new title should be sent to Joni Bodart, *TON* Editor, Emporia State

University, School of Library and Information Management, 1200 Commercial, Emporia, KS 66801. The deadline for submissions is Dec. 15.

Poster-session applications for conference due Jan. 30

Librarians or libraries eager to share graphic representations of current research, programs, or creative solutions to library problems are invited to present poster sessions at ALA Annual Conference in San Francisco June 27–July 2.

The 90-minute sessions give participants an opportunity to share ideas, publicize research, and develop professional contacts. Presenters may explain their bulletin-board displays, answer questions, and hand out materials relating to their subjects.

A slide/tape show explaining the sessions, giving examples of successful presentations, and providing suggestions on how to create displays is available from the ALA Headquarters Library through interlibrary loan. Developed by the Library Administration and Management Association Public Relations Section, the show can help promote the poster session idea at state association meetings and other conferences.

Applications and criteria for acceptance by a review panel are available from Poster Sessions, Public Information Office, ALA. The deadline for applications is Jan. 30. For more information, contact ALA Poster Sessions Committee Chair Kathy Harig, Enoch Pratt Free Library Light St. Branch, 1251 Light St., Baltimore, MD 21230 (301-396-6059).

Coalition for Literacy reports campaign success

The Coalition for Literacy, a group of 11 national organizations gathered together through the efforts of ALA, reports that its "Volunteer Against Illiteracy" drive has increased citizen awareness of functional illiteracy from 21.4 percent to 30 percent of the population in its first year. In that period, the coalition's toll-free information hotline received 57,444 calls from prospective students and volunteer tutors.

The three-year campaign created by the Advertising Council was launched early in 1985 in a series of television, radio, and print advertisements carrying the theme, "The only degree you need is a degree of caring." The drive was developed by the D'Arcy Masius Benton & Bowles agency.

In recognition of "the highest achievement in advertising: superior results in meeting objectives," the American Marketing Association recently presented a silver Effie award in the public service division to the Ad Council for the Coalition for Literacy campaign. The award, presented annually, had never before been won by the Ad Council.

Melton named HQ librarian

Emily Melton, assistant ALA Headquarters librarian since 1984, was appointed librarian effective Sept. 1.

Melton served as assistant manager for ALANET, ALA's electronic information service. As Headquarters librarian, she succeeds Joel Lee, senior manager, Information Technology Publishing.

Emily Melton

A graduate of Indiana University library school, Melton served as computer systems and training specialist as well as library manager at the Bank of Wheaton, Ill. She also worked in the Documents Department at the University of Illinois/Chicago Libraries. Melton edited the *Index to American Libraries Action Exchange* (ALA, 1985).

Michele Leber chairs new Pay Equity Committee

President Regina Minudri has named Michele M. Leber of the Fairfax (Va.) County Library as chair of the new Council Committee on Pay Equity.

At Annual Conference in New York City Council voted to establish the 11-member committee at the recommendation of the Committee on Organization. Charged with providing education, information, advice, and action on the pay equity issue as it affects librarians, the Pay Equity Committee replaces the Executive Board Commission on Pay Equity.

In addition to Leber, who had cochaired the commission, the committee includes Fay L. Elmore of the Georgia State Library, Susan Galloway of the University of California/San Diego, Mary Lou Goodyear of the Auraria Library in Denver, Fontayne Holmes of the Los Angeles Public Library, Julie V. Hunter of the Atlanta University Center Library, Lora Landers of the Hennepin County Library in Minnetonka, Minn., Philip Leinbach of the Tulane University Library, Helen Lewis of the University of Connecticut/Storrs Library, Rosemary Richards of the Fletcher Free Library in Burlington, Vt., and Laura A. Shepard of the University of Delaware/Newark Library.

ALA to develop national Bicentennial exhibit tour

To celebrate the Bicentennial of the U.S. Constitution next year, the National Endowment for the Humanities will grant $270,172 to the American Library Association to develop three traveling versions of the New York Public Library exhibit, "Are We to Be a Nation?" The portable shows will be exhibited in 30 pre-selected urban public libraries across the country.

The Bicentennial project, directed by ALA Communications Services Director Peggy Barber, builds on the successful "Censorship and Libraries" exhibition developed by the Association and the New York Public Library (NYPL) now touring 16 public libraries (*AL*, April 1985, p. 262).

NYPL is now preparing "Are We to Be a Nation?" as a major exhibition to open in its Central Research Library Gottesman Exhibition Hall in February. Commemorating the events of 1787 from the calling of the Federal Convention through the delegates' signature of the final document, the exhibit will display historical documents, engravings, and rare books drawn primarily from the NYPL collections.

Historical personalities and issues

As the New Yorkers prepare the show, Barber and NYPL representatives are planning a complementary exhibition aimed at a potential audience of some 26 million people in 30 urban areas and designed to promote understanding of the historical context of the Bicentennial. The traveling versions will emphasize the key personalities and issues debated through prints, portraits, broadsides, cartoons and maps reproduced in facsimile. ALA and NYPL will also prepare related interpretive and program materials, including a videotape, slides summarizing the exhibit, posters, and brochures.

To extend the exhibit's impact beyond the 30 tour sites, ALA will repackage the scholarly and program materials in an outreach packet for state libraries and smaller public libraries. The outreach packet will be free to each state library and made available to some 140,000 libraries and librarians through the ALA annual graphics catalog.

ala help exchange

- The Continuing Library Education Network and Exchange (CLENE) Round Table will offer free counseling on continuing education and staff development programs during ALA Midwinter Meeting in Chicago Jan. 17–22. To participate in the one-to-one tutorials as either learner or a volunteer tutor, con-

tact Thomas J. Hehman, continuing education consultant, at the Virginia State Library in Richmond, 804-786-2975, or at his home, 804-275-7369.

• The Library Research Round Table (LRRT) announces two opportunities for researchers who wish to present their work: the Research Forum at ALA Annual Conference in San Francisco and the 1987 Research Competition. For the Research Forums, prospective presenters should send a 250-to-300-word abstract, including objectives, methodology, and conclusions, by Dec. 14 to LRRT Research Forums Chair Robert Grover, School of Library and Information Management, Emporia State University, Emporia, KS 66811.

The Research Competition requires that three copies of a paper not previously published be sent to the chair of LRRT's Research Development Committee, Nancy Sanders, Ohio State University, Home Economics Library, 325 Campbell Hall, Columbus, OH 43210. If the same paper is submitted to both LRRT committees, both chairs should be informed.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan (AP) codes are listed after the price. Further information is available from Ruth Ann Jones, marketing associate.

Easy Access to Information in United States Government Documents, by Julia Schwartz. Valuable information in government documents is accessible to everyone with this unique handbook for librarians and users. An alphabetical index of subjects and types of documents directs readers to a concise description of the appropriate government document, its format, and the data it contains. 58p., $12.95, AP: ABCDIJ (0-8389-0456-4, 86-3393).

The Library Disaster Preparedness Handbook, by John Morris. A comprehensive review of preventive measures and recovery plans for libraries of all sizes. Discusses basic building security, problem patrons, theft and mutilation of library materials, fire protection, water damage, designing library buildings for safety and security, preservation, and insurance and risk management. 142p., $20, AP: ABCDIJ (0-8389-0438-6, 86-1155). □

ala unit offerings

Directory of Agencies Collecting Statistical Data from College and University Libraries, Library Administration and Management Association (LAMA). 54 pages, $12 to LAMA members, $15 to others, from LAMA, ALA.

Graduate Library Education Programs Accredited by the American Library Association, October 1986, Committee on Accreditation. Single copies free with stamped self-addressed no. 10 envelope; 2–50 copies, $1; 51–100 copies, $2; over 100 copies, $3 with check payable to ALA/COA. Address "Accredited List," COA, ALA.

Intellectual Freedom Bookmark quoting the ALA Freedom to Read Statement and John F. Kennedy. 7-by-2¼ inches, $40 per thousand, from the Office for Intellectual Freedom, ALA.

Library Buildings: From Decision to Design, collected essays from a 1984 Library Administration and Management Association (LAMA) preconference. 193 pages, $20 to LAMA members, $25 to others, from LAMA/ALA.

Sex, Censorship and Social Change, speeches from ALA 1986 Annual Conference program published in the September *Newsletter on Intellectual Freedom.* $5 from Office for Intellectual Freedom, ALA.

Training Issues in Changing Technology, Library Administration and Management Association. 91 pages, $13 to LAMA members, $16 to others from LAMA, ALA. □

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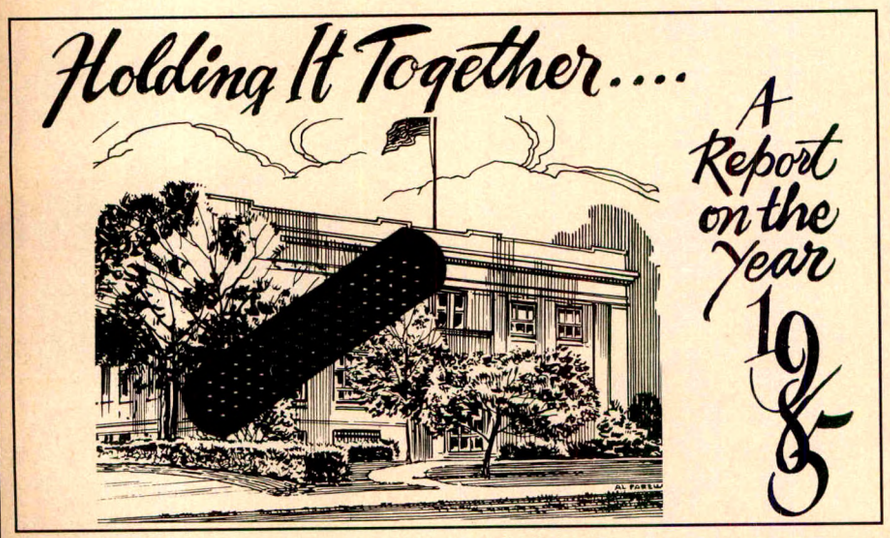
bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS

Statistics

☐ **Janesville (Wis.) Public Library** loaned about 150 books and other materials each hour it was open in 1985, according to annual report statistics. The report showed a year-end circulation of 540,000 and a 23.3-percent increase in registered borrowers.

☐ More than 1 million items had been checked out of **Lexington (Ky.) Public Library** at the end of the fiscal year on June 30; the 1 million mark is a first for the library. ☐ **Jacksonville (Fla.) Public Library** hopes to increase its 1.8 million book circulation through the Computers and Literacy (CAL) program, an individualized computer-assisted reading plan that registered 47 students in 1985, including businesspeople, homemakers, and high school dropouts. Said to be the only library-based literacy program of its kind in the state, CAL aims to fight functional illiteracy by targeting those 16 years or older with third- to sixth-grade reading levels.



The Public Library of Youngstown & Mahoning County in Ohio placed a plastic bandage on the cover of its 1985 annual report to symbolize its efforts to continue offering quality library service without enough funds or professional staff. The library credits a long-range regionalization/consolidation plan drafted in 1984 with keeping the system afloat and preventing agency closings and clerical staff layoffs. At present, 114 full-time and 49 part-time employees operate a main library, 21 branches, and a special services center for homebound and handicapped patrons.

☐**Cuyahoga County Public Library** in Cleveland, Ohio, tallied 126,996 attendees for the 5,892 community meetings held in the library in 1985. Library-sponsored programs numbered 8,556 with over 211,000 attendees. ☐ The number of public access television programs produced by **Allen County Public Library** in Fort Wayne, Ind., jumped 27 percent in 1985. Services showed gains in programming and materials borrowed but declined in the number of answered reference questions. ☐ **Alameda County Library System,** Hayward, Calif., reports spring and summer circulation increases of 19 and 24 percent over last year. The library credits the increase to the "Circs Up" project that called for buying large quantities of best-selling hardbacks, paperbacks, and booktalk books as well as introducing videocassettes and audiotapes. ☐ The **Metropolitan Library System** in Oklahoma City, Okla., recorded an 18.5-percent increase in circulation during fiscal year 1985–86. Patrons borrowed 2.86 million items during the year, compared to 2.41 million the year before.

Contracts & Agreements

Following is a scorecard of some of the automation contracts activity announced during spring and summer. Major details are given as provided by the vendor. Vendor name is followed by customer and activity.

☐ **FAXON**—the Queens College Library–CUNY, for the MicroLinx serial check-in system. ☐ **Geac**—New York University in New York City, system update with Concept 9000 computer; the University of Scranton (Pa.) Alumni Memorial Library and St. Joseph's University, Philadelphia, Pa., both for the 8000 computer system and 27 terminals. ☐ **INLEX**—Jefferson-Madison Regional Library in Charlottesville, Va., HP 3000 series 58 with 32 terminals; Chesapeake (Va.) Public Library, HP 3000 series 58 with 16 terminals. ☐ **Carlyle Systems, Inc.**—CAVAL, (Cooperative Action by Victorian Academic Libraries), an Australian library consortium, for 26 terminals in six institutions; Boston University, benchmark test successful. ☐ **Dynix**—Hutchinson (Kans.) Public Library for 50 terminals; the Silicon Valley Information Center, based in the San Jose (Calif.) Public Library, for 12 local terminals. ☐ **INNOVACQ (Innovative Interfaces)**—Yale University Law School Library and the University of Arizona. ☐ **NOTIS**—The Public Library of Des Moines (Iowa); Central Missouri State University for 54 terminals; and the University of Michigan Library as the core of its MIRLYN (Michigan Research Library Network). ☐ Also, **ULISYS**—Bucks County Community College Library and Bucks County Free Public Library in Newtown and Doylestown, Pa., respectively, for more than 20 terminals for their consortium of libraries, to increase to 200 in five years. ☐ **UTLAS**—Providence (R.I.) Public Library and the Las Vegas-Clark County Library District in Nevada.

Apply for:

☐ **Leaders of Readers Recognition Awards** competition sponsored by *Family Circle* and the Council of Periodical Distributors Association, to volunteers, professionals, or organizations having the best anti-illiteracy or reading-promotion project in North America, **by Nov. 30.** Prizes include four grand awards of $5,000 each, 20 merit awards of $1,500 each, and donations of reading materials to all award recipients. Application forms are available in the October issue of *Family Circle.* ☐ **1987 Kellogg National Fellowship Program,** for up to 50 American professionals seeking interdisciplinary and cross-cultural professional growth, **by Dec. 19.** Professionals selected may work for profit or nonprofit organizations, must receive 25 percent released time for completion of an individualized, non-degree, interdisciplinary learning activity, and must attend seven seminars sponsored by the foundation, including one two-week seminar in Latin America. The award includes $30,000 for the development and completion of the learning plan. *Different rules govern individuals in profit and nonprofit sectors.* Kellogg National Fellowship Program Applications, W.K. Kellogg Foundation, 400 North Ave., Battle Creek, MI 49017–3398; 616-968-1611.

—Helen O. Williams

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

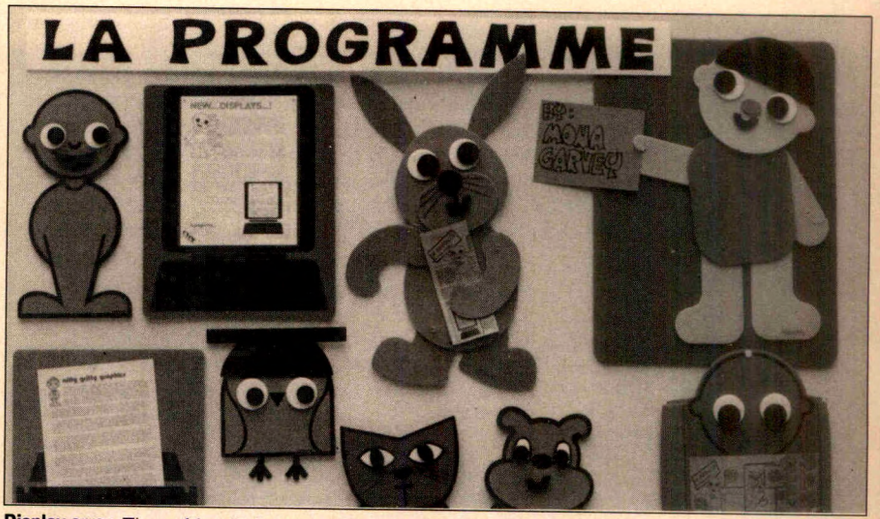
publicity

Fund Raising and Public Relations: *A Critical Guide to Literature and Resources* briefly describes some 170 books from trade and scholarly publishers as well as foundations and associations, and some 100 journal and magazine articles. Author Paul Dannelley also lists selected periodicals and newsletters and organizations that can supply information on PR, fundraising, and grants.

The bibliography, designed for nonprofit organizations, also features an introductory essay detailing the importance of fundraising and public relations for such institutions. Indexed by subject. 112 p., $19.95 from the University of Oklahoma Press, 1005 Asp Ave., Norman, OK 73019 (0-8061-1990-X, 85-40951).

More great ideas. The second annual collection of John Cotton Dana Library Public Relations Award winners suggests dozens of techniques for libraries to attract new users, recruit volunteers, promote programs, and raise funds. *Great Library Promotion Ideas II* describes 15 winners of the "special award" citation as well as 25 other notable campaigns entered in the 1985 competition.

The spotlighted programs include short-term and ongoing PR efforts, summer reading clubs, fundraising drives, outstanding graphic designs, a slide/tape orientation presentation, a staff PR training manual, and outreach programs. The 70-page, illustrated paperback, edited by Ann Heidbreder Eastman and Evelyn Shaevel, is $8.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-3331-9, 86-3441).



Display array. These friendly faces are from the new "La Programme" line of library display materials designed by Mona Garvey, author of *Library Displays* and *Library Public Relations*. The colorful characters, who made their first public appearance at the "Swap and Shop" at the ALA Conference in June, are dye cut and screen printed on imported polyethylene foam. The material is touted as durable, flexible, and resistant to "pinhole acne." For a catalog and price list, write La Programme, POB 13463, Atlanta, GA 30324.

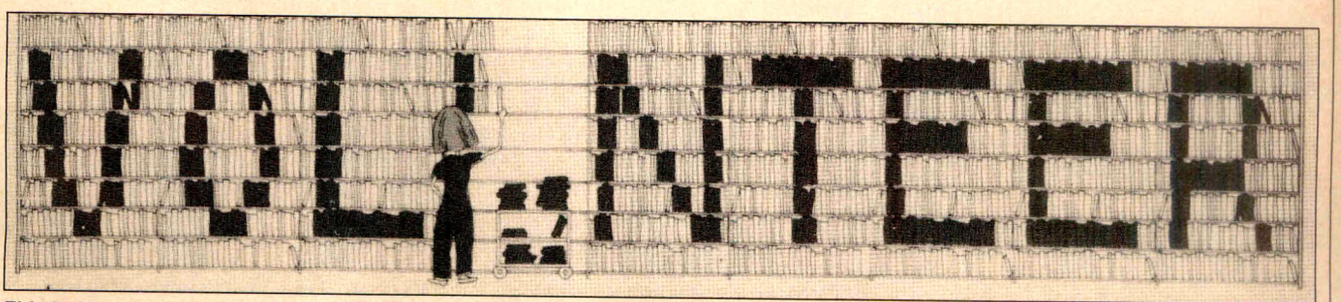
instruction

Academic library BI yesterday... Twenty articles illustrating the historical development of user instruction in American academic libraries over the past one hundred years are collected in *User Instruction in Academic Libraries: A Century of Selected Readings.*

The contributors range from Melvil Dewey, Justin Winsor (first president of ALA), and other early library figures through such contemporary librarians as Evan Ira Farber, Elizabeth Frick, and Nancy E. Gwinn. In their introduction, editors Larry L. Hardesty, John P. Schmitt, and John Mark Tucker call the volume "a historical anthology, a collection that preserves the classics, resurrects forgotten but provocative notions, and challenges ill-formed assumptions that are based on an inadequate knowledge of earlier ideas and programs." 326 p., $29.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1881-7, 86-960).

...and today. Current developments and anticipated trends in academic library use instruction are examined in *Bibliographic Instruction in ARL Libraries.* A survey of 25 Association of Research Libraries member institutions with active BI programs turned up two recurring themes: the use of new technology and the expansion of programs to serve new audiences.

Many libraries are involved in teaching patrons the use of online catalogs and end-user



This bookmark was part of an effort by the Los Angeles County Library to increase the number of volunteer hours by 15 percent in two branch libraries selected as test sites; the campaign was so successful that the volunteer hours jumped by 138 percent. The program is described in **Great Library Promotion Ideas II.**

database searching. The growing availability of microcomputers has prompted the creation of computer-assisted instruction packages; some BI librarians are also teaching faculty and students how to use micros for word processing and other applications, and how to create personal bibliographic files by downloading.

Although the traditional audience for academic library instruction has been new undergraduate students, a number of libraries report plans to expand services to faculty and upper-level graduate students. Other planned activities are aimed at nontraditional students such as returning adults, disabled students, international students, and students at remote sites.

In addition to the survey results, the 107-page paperback (SPEC Kit no. 121) includes BI planning materials, examples of computer-assisted instruction programs, descriptions of graduate student and international student instruction, and a select bibliography. $20 prepaid ($10 to ARL library members) from SPEC, Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to "ARL Office of Management Studies."

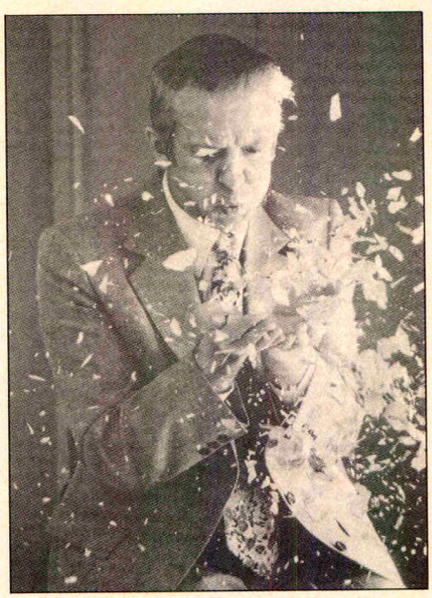
Marketing Instructional Services: *Applying Private Sector Techniques to Plan and Promote Bibliographic Instruction* publishes the proceedings of the 1984 Library Instruction Conference sponsored by the LOEX Library Instruction Clearinghouse. The 13 papers include "Marketing Beyond Our Means: The Ecological Consequences of Outreach," "Marketing BI in a Large University," "Promoting User Education: The British Perspective," "Selling Other Librarians on BI," and "Targeting the Teaching Assistants."

The 168-page collection, edited by Carolyn A. Kirkendall, also reprints handouts from the conference and includes an annotated bibliography of articles and books on BI published in 1983. The fifteenth volume in Pierian Press's Library Orientation Series, the book is $19.50 from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-201-X, 86-60025).

BI basics. *Basic Library Skills* is designed as a self-contained short course in the use of the library for college, high school, and public library patrons. After a brief historical introduction to libraries, authors Carolyn Wolf and Richard Wolf cover such essential areas as the card catalog, bibliographies, reference sources, book reviews, government documents, nonprint materials, and computer use. Reproductions of actual pages familiarize readers with the "look" of specific reference tools, and each chapter ends with a set of exercises covering the materials discussed. The 155-page paperback, a revised and expanded version of the 1981 first edition, is $12.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-228-8, 85-43600).

preserv/conserv/ation

Preservation of Historical Records reports on the findings of a committee of experts chosen by the National Research Council to address the problem of the deteriorating condition of paper records at the National Archives. The report examines the current situation at the Archives, views the environmental considerations, and assesses various methods of preservation, including mechanical copying, photographic film, magnetic recording, and optical disks. The committee makes recommendations among the preservation alternatives in view of the Archives' accessibility requirements. The 112-page volume also includes a method for assessing the condition of documents and a decision tree providing a guide for orderly progress in preserving a collection. $17.95 prepaid from National Academy Press, 2101 Constitution Ave., N.W., Washington, DC 20418 (0-309-03681-X, 86-12718).



***A hefty puff from Library of Congress Preservation Officer Peter Waters demonstrates the effect of slow-working acid on book paper. From* Preservation of Historical Records.**

Salvaging the soaked. *The Recovery of Water-Damaged Library Materials* is a slide/tape program emphasizing the need for planning and teamwork in water-related emergencies. Based on a hands-on disaster recovery workshop held at Southern Illinois University last October, the presentation also depicts specific procedures for the treatment of books, catalog cards, documents, and audiovisual materials.

The 75-slide program comes with a synchronized cassette and printed script, all for $60 from the Illinois Cooperative Conservation Program, Morris Library, Southern Illinois University, Carbondale, IL 62901.

Library workers are shown rescuing water-damaged books in a slide/tape program from the Illinois Cooperative Conservation Program.

Preservation ed. program expands. Johns Hopkins University's Milton S. Eisenhower Library has received a $204,000 grant from the Andrew W. Mellon Foundation to offer a preservation education program aimed at academic and research libraries nationwide. The new three-year program will continue a previous Mellon grant, expanding the earlier program to deal with the special problems of paper conservation and to produce an instructional videotape series.

The four components of the new program are:

- Four hands-on workshops per year. Two types of workshops will be offered: a general workshop dealing with preservation principles, organization, and basic techniques; and a specialized workshop focusing on paper conservation and flat works on paper (maps, posters, etc.).
- The videotape series, consisting of six cassettes: structural reinforcement of paperbacks, pamphlet cases, repair of damaged books, basic paper cleaning and mending, encapsulation, and simple protective enclosures. The cassettes, available in VHS, Beta, and U-Matic formats, will be accompanied by printed manuals.
- Six consultancies per year offering on-site guidance to libraries wanting to set up preservation work areas and to help assess needs and establish priorities.
- Two four-month internships will be offered each year. Interns will spend three months working with book structures and one month in the paper conservation lab.

The grant allows the workshops, consultancies, and internships to be offered at no cost to the requesting institutions; the only costs involved to the library are travel and related expenses for Johns Hopkins staff. The videocassettes will be priced on a cost-recovery basis to cover handling and reproduction.

Libraries interested in the program should contact Susan K. Martin, director, or Glen Ruzicka, head, Collections Maintenance Dept., Milton S. Eisenhower Library, The Johns Hopkins University, Baltimore, MD 21218.

librarian's library

Multicultural librarianship. The *Journal of Multicultural Librarianship* is the membership publication of the newest section of IFLA—the Section of Library Services to Multicultural Populations. The purpose of the group—and the journal—is to make information available on the provision of library services to linguistic and cultural minorities.

In addition to news of the section's activities, the premier issue contained brief articles on multicultural library services in Australia, the formation of a Canadian multicultural services interest group, Netherlands library services to immigrants, recruitment and training of ethnic and minority library workers, immigrants in Swedish libraries, and an ethnic newspapers conference in New York.

Subscriptions to the journal, published three times a year, are $6.50 to IFLA members and $9.50 to others, payable in international money orders or bank drafts, from Miklos Gulyas, Finance Officer, Stockholms Stadsbibliotek, Box 12199, 102 25 Stockholm, Sweden (ISSN 0950-1649).

A visual tribute to the nation's public libraries, *The Library in America: A Celebration in Words and Pictures* is a "family album" of over 400 rare photographs, most of which have never before appeared in book format.

Author Paul Dickson's aim in compiling the work was "to reflect on the story of the American library through pictures—good, solid photographs mixed in with what I will call verbal snapshots"—commentaries by writers from each period. "It was not to be an attempt at an all-inclusive history of the library movement but rather a scrapbook of that movement." The book, says Dickson, "is meant to be a valentine to libraries, librarians, and patrons smitten with a passion for libraries."

The lavish, 256-page volume is $35 from Facts on File, 460 Park Ave. South, New York, NY 10016 (0-8160-1365, 86-8981).

Much on Moore. *Bessie Moore* is a biography of the only person to serve on the National Commission on Libraries and Information Science without interruption since the body's inception in 1971. Authors George and Mildred Fersh also examine Moore's many other educational and civic activities over the past 50 years, including her tenure with Eleanor Roosevelt (above, left) on the board of governors of the American Association for the United Nations. 256 p., $19.95 from August House, POB 3223, Little Rock, AR 72203 (0-87483-003-6, 86-70044).

women

Microfilm milestone. Resources from two major women's studies collections, the Schlesinger Library on the History of Women at Radcliffe College and the Sophia Smith Collection at Smith College, are now available on microfilm from Research Publications. The *History of Women* collection also reproduces primary source materials from New York Public, Boston Public's Galatea Collection, Harvard, Yale, and other institutions.

History of Women encompasses nearly 8,500 books, some 2,000 pamphlets, 117 periodical titles (omitting larger publications that are already available on microfilm), over 80,000 pages of manuscript items, and 800 photographs.

The 1,248-reel collection can be ordered in its entirety or by individual subscription units of 45 to 61 reels each. All orders receive a 408-page hardcopy guide to the collection. For subscription rates and other information write Research Publications, 12 Lunar Dr., Drawer AB, Woodbridge, CT 06525 or phone toll-free 800-REACH-RP.

Women's Collections: *Libraries, Archives, and Consciousness* is a guide to special collections of materials by, for, and about women. Following an introductory essay by editor Suzanne Hildenbrand on women's collections today, the volume describes resources at the Library of Congress, New York Public Library's Schwimmer-Lloyd Collection, the Bethune Museum-Archives, Smith College's Sophia Smith Collection, Radcliffe College's Schlesinger Library, Texas Woman's University, and the University of Waterloo. Also included are brief descriptions of seven "small but noteworthy" collections.

The book also deals with issues of access to women's materials and includes a bibliographic essay on the best reference works on minority and Third-World women. The 194-page monograph, also published as volume 3, numbers 3 and 4 of the journal *Special Collections,* is $32.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (0-86656-273-7, 84-22529).

300 Spanish women authors are briefly profiled and their major literary works described in *Women Writers of Spain: An Annotated Bio-Bibliographical Guide.* Editor Carolyn L. Galerstein concentrates primarily on poets, novelists, and dramatists from the 19th and 20th centuries, although some entries date back to the 1400s. The scope encompasses authors writing in Catalan and Galician as well as in Spanish, and a special effort was made to include women who have contributed to the contemporary feminist movement or were noted feminists in the past. Appendixes provide a chronological list of authors; lists of Catalan and Galician authors; and lists of works translated into English, French, German, Italian, and Portuguese. The 410-page volume also includes an index by title. $45 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24965-2, 0742-6941).

Women's Studies in the United States examines the history, development, present status, and future of women's studies programs in higher education. Author Catharine R. Stimpson traces the origin of the field to the work of such early feminists as Mary Wollstonecraft and Sojourner Truth, describes the groundwork laid during the first half of the 20th century, and covers the proliferation of women's studies courses in the 1970s. She also

***For Paul Dickson, Works Progress Administration photographs of lone librarians on mule-back hauling books up into the mountain hollows of rural Kentucky in the late 1930s "summoned up the idealism of the time in a way that no government report on the WPA could accomplish." This shot is among 400 photos chosen by Dickson for* The Library in America.**

discusses the effect of women's studies programs on traditional disciplines, their influence on public policy, and the problems they face if they are to survive.

The essay, originally prepared as a report to the Ford Foundation, has been edited and revised to present an overview of the field to a general audience. 77 p., paper, $3.50 plus $1 shipping prepaid from the Ford Foundation, POB 559, Naugatuck, CT 06770 (0-916584-26-7, 86-9867).

Women writers reviewed. "Feminism informs rather than dictates our criticism," say the editors of *Belles Lettres,* a bimonthly tabloid devoted to reviews of books written by women. "By this we mean that we do not believe that any one critical theory should be imposed upon a work but that every work should be judged within its proper context. . . .Since our purpose is to explore and celebrate writing by women, our *viewpoint* is naturally feminist."

Each issue reviews some two dozen titles published by trade, university, and small presses. Regular features include author interviews (poet Gwendolyn Brooks and South African novelist Sheila Fugard are among the recent subjects) and news on women and publishing. One-year subscriptions are $30 to institutions and $15 to individuals (sample copies $1) from *Belles Lettres,* POB 987, Arlington, VA 22216 (ISSN 084-2957).

A recent cover of* Belles Lettres *features a drypoint etching of Colette by Priscilla Tracy.

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school media

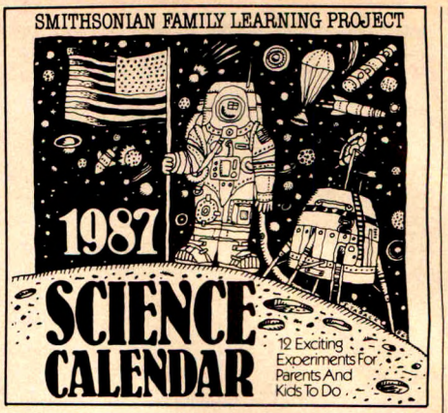
Assessing computer competence. A booklet describing objectives in computer competence developed as part of a nationwide "technology assessment" of students is available from the National Assessment of Educational Progress (NAEP).

The objectives are designed to help evaluate students' programming skills, knowledge and attitudes about computers, and abilities in eight applications, including word processing, database management, spreadsheets, and telecommunications.

"The booklet constitutes one view of what students reasonably might be expected to know about computers," said NAEP Executive Director Archie LaPointe, adding that it will provide "useful grist-for-the mill for people who are examining instructional approaches."

The project, completed this past May, assessed the computer, science, and math skills of 120,000 students, ages 9, 13, and 17, in 1,800 schools.

For a copy of the 44-page booklet send $5 plus $1.50 shipping to NAEP, CN 6710, Princeton, NJ 08541-6710 (0-88685-043-6).



The 1987 Science Calendar, developed by the Smithsonian Family Learning Project, features month-by-month experiments teaching that science can be found everywhere, not just in laboratories. The projects, which use materials generally available around the home, include building a terrarium, testing for sugar in foods, making a cartoon "film," and taking plaster casts. The 16-by-32-inch wall calendar is $9.95 plus $2.50 shipping (quantity discounts are offered for six or more copies) from Galison Books, 25 W. 43rd St., New York, NY 10036.

sourciana

The Adopt-a-Library program offers libraries an opportunity to add the *Whole Earth Review* to their collections without touching their budgets. The drive was launched last December when the magazine (the successor to *CoEvolution Quarterly*) received an unusual gift subscription order: the donor asked that a library be found to donate the subscription to. That request inspired the program, which has resulted in the adoption of about a dozen libraries.

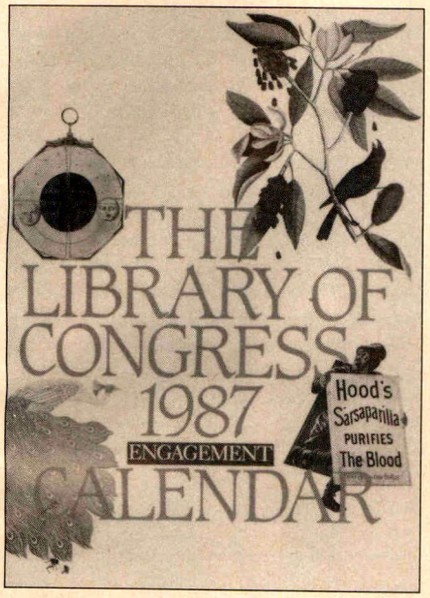
Libraries wishing to participate in the program should write Susan Ryan, WER Library Fund, 27 Gate Five Rd., Sausalito, CA 94965. Individuals who want to adopt a library can send an $18 donation for one year to the Point Foundation at the same address. Each issue of the magazine will list the names of libraries seeking adoption, as well as recent library-donor matches.

The Job Advisory Service is a new effort launched by the National Librarians Association to aid librarians who want to make career changes. The service will consist of a directory of librarians who are prepared to offer advice to other librarians on such areas as career ladders, the nature of and qualifications needed for a position in a particular type of library, and related matters.

The association stresses that this is not a job-finding service but "a network of librarians helping other librarians." The directory will be sent free to NLA members and those listing their names; others can receive it for $2

to cover shipping and handling expenses.

To participate or to order, contact Susan C. Curzon, Regional Administrator, Los Angeles County Public Library, 23710 W. Magic Mountain Pkwy., Valencia, CA 91355 (805-259-8946).



Week-by-week with LC. *The Library of Congress 1987 Calendar* features 70 color and black-and-white images taken from the library's vast collections. Each calendar page covers one week, with illustrations on the opposite page ranging from rare engravings, art nouveau prints, and hand-colored daguerreotypes to early magazine covers, colorful circus posters, and manuscript pages by Walt Whitman and James Madison. The 7-by-9-inch, spiral-bound calendar is $8.50 plus $1.75 postage from Galison Books, 25 W. 43rd St., New York, NY 10036. Multiple copies are available at special discounts for library fundraising efforts.

management

Microeconomic models. *The Economics of Managing Library Services* is an examination of microeconomics and its application to library management problems. The book offers microeconomic models that view the library as an economic entity in which materials and workers are applied to the creation of goods and services; these models are designed to help administrators decide how to allocate finite resources among infinite choices.

Author Bruce Schauer intended the volume to be useful to librarians and students with little mathematical background, presenting the fundamental principles of microeconomics in the first six chapters. The second section of the book discusses probability theory and shows how microeconomic principles and mathematical formulas can be applied to library management decisions.

The 320-page text, illustrated with nearly 70 charts and graphs, is $49 from ALA Publishing Service, 50 E. Huron St., Chicago, IL 60611 (0-8389-0453-X, 86-14186).

Academic library management was the focus of a joint conference held last year by two groups of Britain's Library Association, The Colleges of Further Higher Education Group and the Education Libraries Group. Six papers presented at the conference have been published in *Management Issues in Academic Libraries,* edited by Tim Lomas. The articles discuss recent developments in education, the evaluation of academic library services, management theories, staff development and training, and other topics. 84 p., paper, $19 from Rossendale, 500 Chesham House, 150 Regent St., London W1R 5FA, England (0-946138-08-7).

Library finances. Financial issues facing libraries of all types are addressed in *The Bottom Line.* The new quarterly journal features regular columns on alternative funding sources, accounting techniques, new technology, cost cutting, library investing, and other matters.

Other articles in the charter issue included "Financing Library Automation," "Productivity Measurement for Fiscal Control," "Employee Benefits: Emerging Trends for Librarians," and "Gathering Grants: Financial Boon or Bust?"

Annual subscriptions are $36 to individuals and $45 to institutions from Neal Schuman Publishers, 23 Leonard St., New York, NY 10013 (ISSN 0888-45X).

Cash awards given to managers. Earlier this year three executives of the Milwaukee Public Library received the first cash awards given under a plan approved by the library board last year to reward exceptional management performance. The program awards up to $2,500 to library management personnel based on measurable cost savings, additional assumed responsibility, or major innovation.

The winners were Lynn Bellehumeur, head of extension, who reorganized two major library operations to improve productivity and service and gained the cooperation of various social and cultural institutions in improving the library's information and referral database; Virginia Schwartz, assistant coordinator of general reference, who reorganized reference services and attained a high level of excellence in managing the library's government documents collection; and Judith Zemke, personnel officer, for outstanding contributions in reducing absenteeism, coordinating training and conference attendance, and administering the library's affirmative action program.

Each winner received a $500 check in a ceremony held in the Milwaukee Common Council Chambers that was broadcast live over the local PBS television station. □

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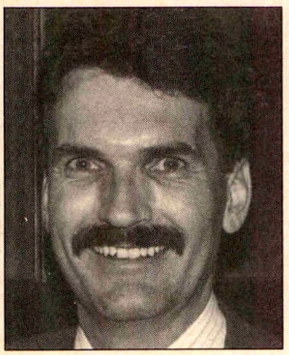


Gerald R. Lowell

Marilyn Nasatir

Louis Adrean has become serials librarian at the Cleveland (Ohio) Museum of Art Library. ☐ **Judith Avery** now heads the Library Science Library at the University of Michigan, Ann Arbor. ☐ **Brenda Branch** is Austin (Tex.) Public Library's new associate director for public services. ☐ Aug. 1 **Robert E. Cannon** became director of the Public Library of Charlotte and Mecklenburg County, N.C. ☐ **James A. Damico** has been named director of libraries at the University of South Alabama, Mobile. ☐ Aug. 25 **Eileen Dubin** became director of library services at Stockton (N.J.) State College. ☐ **Kay Flowers** is now assistant university librarian for automated systems at Rice University's Fondren Library, Houston, Tex. ☐ Oct. 6 **Vicki R. Kreimeyer** becomes Washington deputy state librarian. ☐ **Roberta Lawrey,** director of the Edith Abbot Memorial Public Library, Grand Island, since 1957, has won the Nebraska Library Association's 1986 Meritorious Service Award. ☐ **Gayle Libberton** is now children's coordinator at Medina County (Ohio) District Library. ☐ At the University of New Mexico, Albuquerque, **Harry Llull** now heads the Science/Engineering Library. ☐ Aug. 1 **Gerald R. Lowell** became associate university librarian for technical services at Yale University Library, New Haven, Conn. ☐ **Timothy P. Lynch** now serves as rotating and rural services consultant for the Central Kansas Library System, Great Bend. ☐ **Sister Lauretta McCusker** has retired from the library school faculty of Rosary College, River Forest, Ill. ☐ **H. Robert Malinowsky,** past president of the Special Libraries Association and associate professor and bibliographer for science and engineering at the University of Illinois at Chicago, has joined the adjunct faculty of the University of Wisconsin/Milwaukee library school. ☐ **Tom Mayer** has been named director of Sno-Isle Regional Library, Marysville, Wash. ☐ Sept. 8 **Annette Melville** began service as reference coordinator at the Bay Area Library and Information System, headquartered in Oakland, Calif. ☐ **Arthur S. Meyers** recently became director of Hammond (Ind.) Public Library. ☐ The 1986/87 president-elect of REFORMA is **Liz Rodriguez-Miller,** regional manager at Tucson (Ariz.) Public Library. ☐ Dec. 31 **Stefan Moses** will retire as executive director of the California Library Association. An ALA Councilor-At-Large, Moses has administered CLA since 1969. ☐ At Carlyle Systems, Inc., **Marilyn Nasatir** is now director, bibliographic analysis. ☐ **Eileen Noonan** has retired from the library school faculty of Rosary College, River Forest, Ill. ☐ In September **Eric Ormsby** became director of libraries at McGill University, Montreal, P.Q. ☐ **Roberta Palen** is now head of Chicago (Ill.) Public Library's Government Publications Department. ☐ **Martha Philippoff** recently became children's consultant for the Alabama Public Library Service, Montgomery. ☐ At NYPL's Research Libraries, **Rodney Phillips** is now associate director for public services. ☐ Aug. 4 **Miriam Pollack** became system development officer for North Suburban Library System, Wheeling, Ill. ☐ **Margaret B. Reid** has been named librarian at Briggs-Lawrence County Public Library, Ironton, Ohio. ☐ San Jose (Calif.) State University library school has appointed **Elizabeth M. Rosen** as school and children's specialist and associate professor. ☐ Sept. 1 **Mary Jane Scherdin** became assistant dean of the University of Wisconsin/Milwaukee library school. ☐ **Virginia Scheschy** is now assistant director for technical services at Marquette University's Memorial Library, Milwaukee, Wis. ☐ **Hallie Yundt Silver** now directs Menominee County Library, Stephenson, Mich. ☐ **Beverly Simmons** has been named director of libraries for Sunnyvale (Calif.) Public Library. ☐ Austin (Tex.) Public Library's new associate director for management services is **Vicki Skinner.** ☐ The first head of the new Monographic Cataloging and Classification Department at the University of New Mexico General Library, Albuquerque, is **Christopher Sugnet.** ☐ Maryland Library Association past president **Claudia B. Sumler** now manages the North County branch of Anne Arundel (Md.) County Public Library. ☐ **Paul W. Thurston** recently became head of government publications at Wyoming State Library, Cheyenne. ☐ Aug. 1 **Carolyn Weaver** began service as associate director of the University of Washington Health Sciences Library, Seattle. ☐ **Donna Whitner** is now loan services manager at Kansas City (Mo.) Public Library.

Deaths

Sister Jane Marie Barbour, 81, who retired as director and professor of the library school of Our Lady of the Lake University, San Antonio, Tex., in 1971, died Aug. 13. ☐ **James C. Dance,** 57, the "voice" of Detroit (Mich.) Public Library on local radio and television for several decades, died June 27. During his tenure as public relations coordinator, the library won two John Cotton Dana awards from ALA. ☐ **Rev. James J. Kortendick,** 79, professor emeritus and former head of the library school of the Catholic University of America, Washington, D.C., died July 14. He served as ALA Councilor-At-Large and as president of the District of Columbia Library Association, the Association of American Library Schools, and ALA's (now disbanded) Library Education Division. A memorial scholarship fund has been established at the Catholic University of America School of Library and Information Science. ☐ **H. Gordon Stevenson,** associate professor in the SUNY/Albany library school, died June 14. ☐

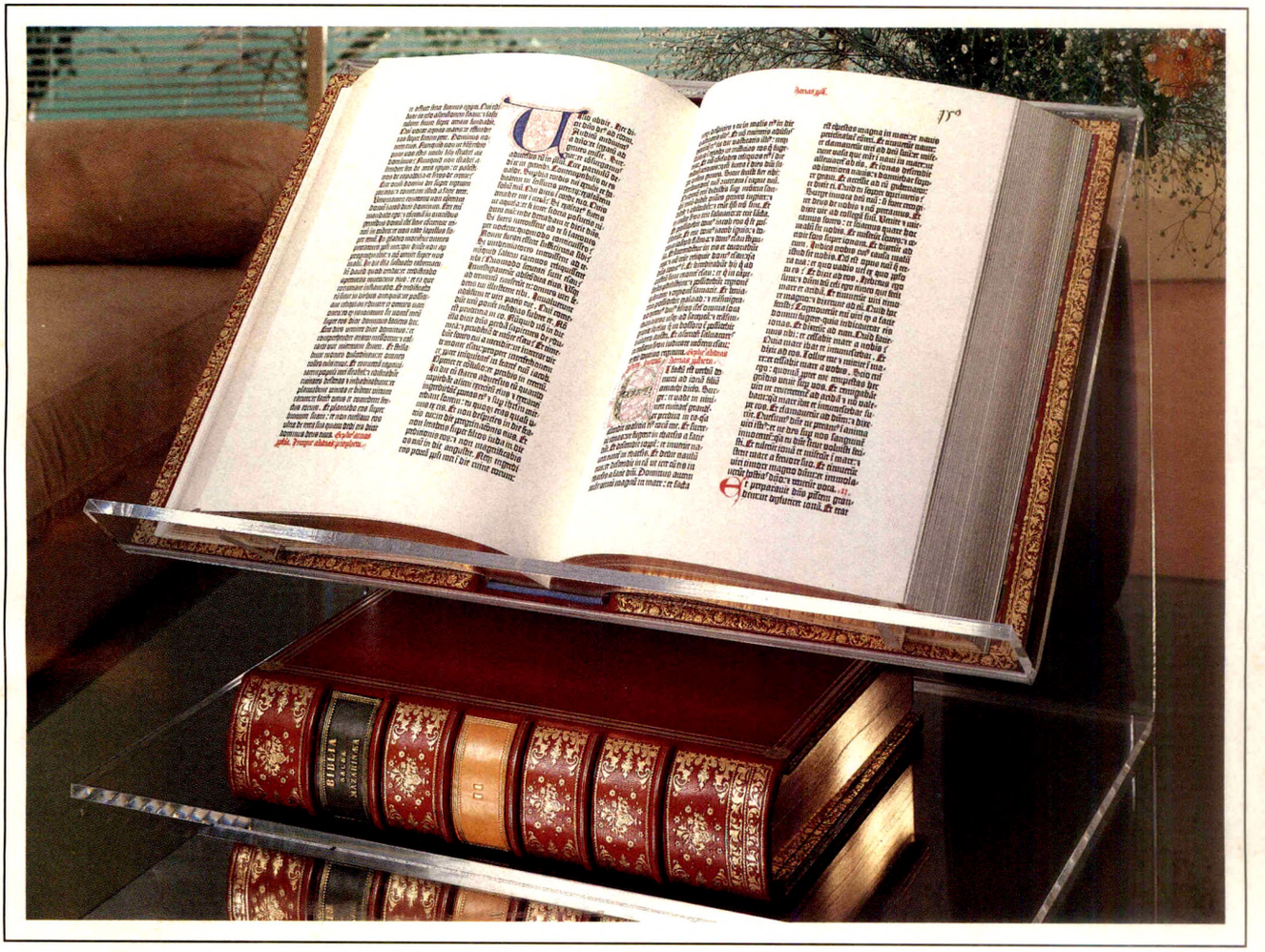
Making Waves

Sarah Higginbotham (above), EEO outreach specialist for Arlington County, Va., put a creative touch to affirmative action last July when she rented an ALA Conference Exhibit booth for recruitment.

The first such booth at ALA, it offered only one major "product": the top post at Arlington County Public Library, for which Higginbotham sought to attract the most diverse pool of candidates possible. Her strategy, plotted with library officials, mixed the personal touch with the tried-and-true channels of classified ads and library school placement centers.

Higginbotham feels she got her $1,200 worth for the rental even though the newly appointed director (**Charles M. Brown,** Solano County librarian, Fairfield, Calif.) was not one of the booth applicants. Potential recruits for future positions snapped up some 750 information packets about the quality of Arlington County life from the ALA display.

—Beverly Goldberg



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Utilizing the Cardinal Mazarin Bible in Paris as the copying model, the re-edition has been hand-assembled paying scrupulous fidelity to detail.

The re-edition being offered for sale consists of four books: two that constitute the Latin Bible and two books of translation and history printed in English. The price of the four-book set is $5,400.

If you would like to order this perfect reproduction of the Gutenberg Bible, or if you would like more information in the form of a handsome full-color brochure, please write to us or call Midwest Library Service on our toll-free number: 1-800-325-8833.

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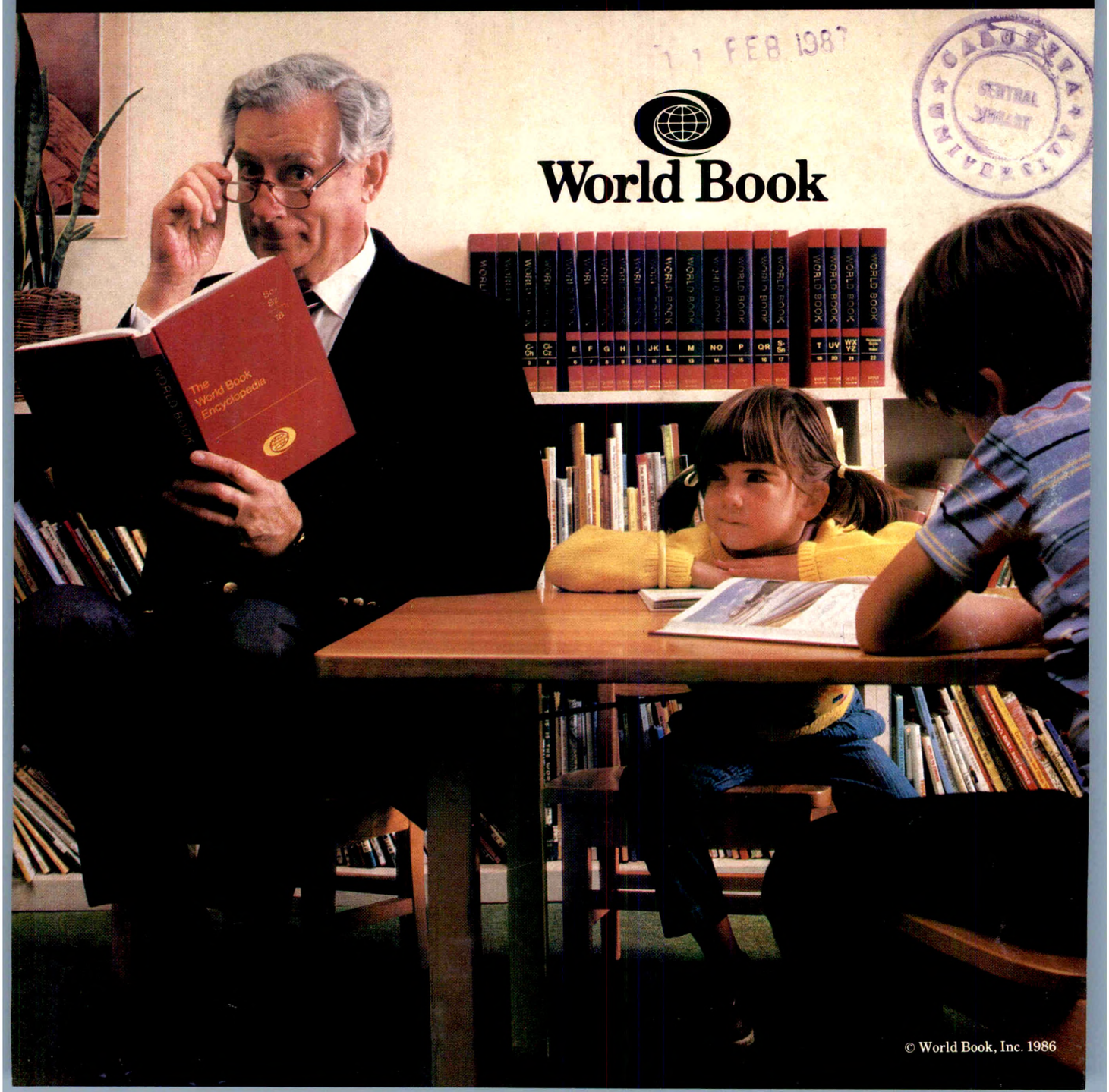

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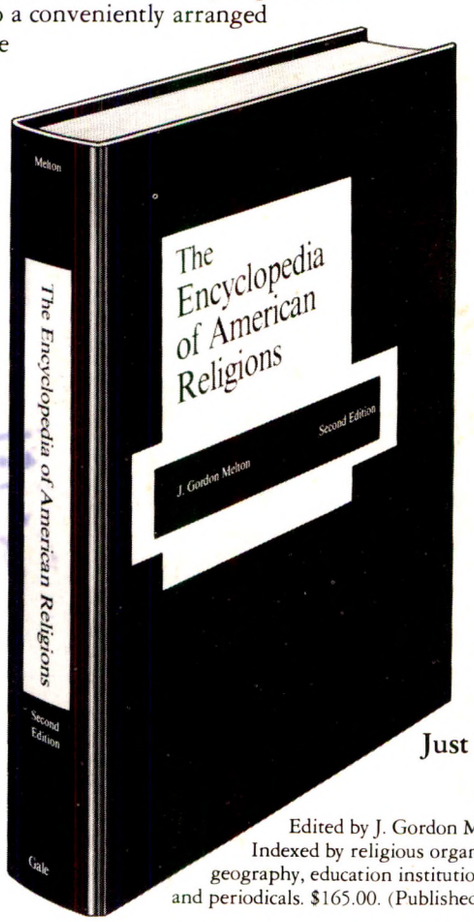

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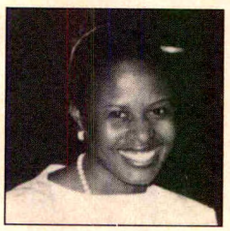

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Cover: On a busy corner in Charlotte, N.C., a rainbow arch welcomes neighbors to a pot of gold—the Scaleybark Branch, Public Library of Charlotte and Mecklenburg County, Inc. The one-level branch opened in July 1985 and stacked up a circulation of 101,820 in its first year of operation. The branch manager is Christina Guenther, who arrived last month after five years as librarian of the Stratton Branch, Cobb County Public Library System, Marietta, Ga. The Scaleybark Branch was designed by Little & Associates Architects; the firm's Steve Setzer designed the arch. The library leases the facility from the builder and owner, Crosland-Erwin Co. Photo by Don A. DuBroff, Chicago.

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member alert

Job opportunities abroad. The new Library/Book Fellows Program, a joint ALA-U.S. Information Agency venture, aims to send 12 librarians and book specialists overseas next year to manage specific projects. For details, see page 792.

Personnel newsletter to bow. Pay equity, affirmative action, and career development are some of the issues to be covered in *Library Personnel News*, published by the Office for Library Personnel Resources beginning in January. Edited by staff members Margaret Myers and Jeniece Guy, the quarterly will include short articles with resource lists, brief book reviews, and news notes. *Library Personnel News* is $20 a year from the Subscription Dept., ALA, 50 E. Huron St., Chicago, IL 60611.

Thieves beware. What to do before, during, and after a theft takes place is detailed in the "Guidelines Regarding Thefts in Libraries" recently drafted by ACRL Rare Books and Manuscript Section Security Committee. Check the actions listed in the November *College & Research Libraries News*, pages 646–649.

Media center tips. The popular *Selecting Materials for School Library Media Centers*, published by the American Association of School Librarians (AASL) in 1978, was recently revised by Dora J. Helmer and Joseph J. Mika. The 64-page tool is $8 to AASL members, $10 to others. Another new item, *Microcomputer in the Media Center Award, Best Ideas 1985–1986*, 40 pages, by David V. Loertscher and Melvin M. Bowie, is $6 to AASL members, $8 to others. Both from AASL, ALA.

Progress toward WHCLIS II. ALA Washington Office Director Eileen Cooke reports that during the first 10 days of October, seven additional senators and 10 more representatives signed on to cosponsor S.J. Res. 112 and H.J. Res. 244, the bills calling for a second White House Conference on Library and Information Services in 1989. With the new totals hitting 46 senators and 165 members of the House of Representatives, library supporters hoped for end-of-session action. If the bills must be reintroduced next year, they say, at least it will be easier to sign up previous cosponsors.

Office for Research receives grant. The H.W. Wilson Foundation has awarded $30,000 to ALA to study the nontax sources of public library revenue as a follow-up to the 1985 National Commission on Libraries and Information Science report on fees. The Office for Research will ask a random sample of public libraries how much money they receive from such sources as interest, contracts, gifts, and fines as well as fees. The aim is to provide data for national policymakers and local library managers.

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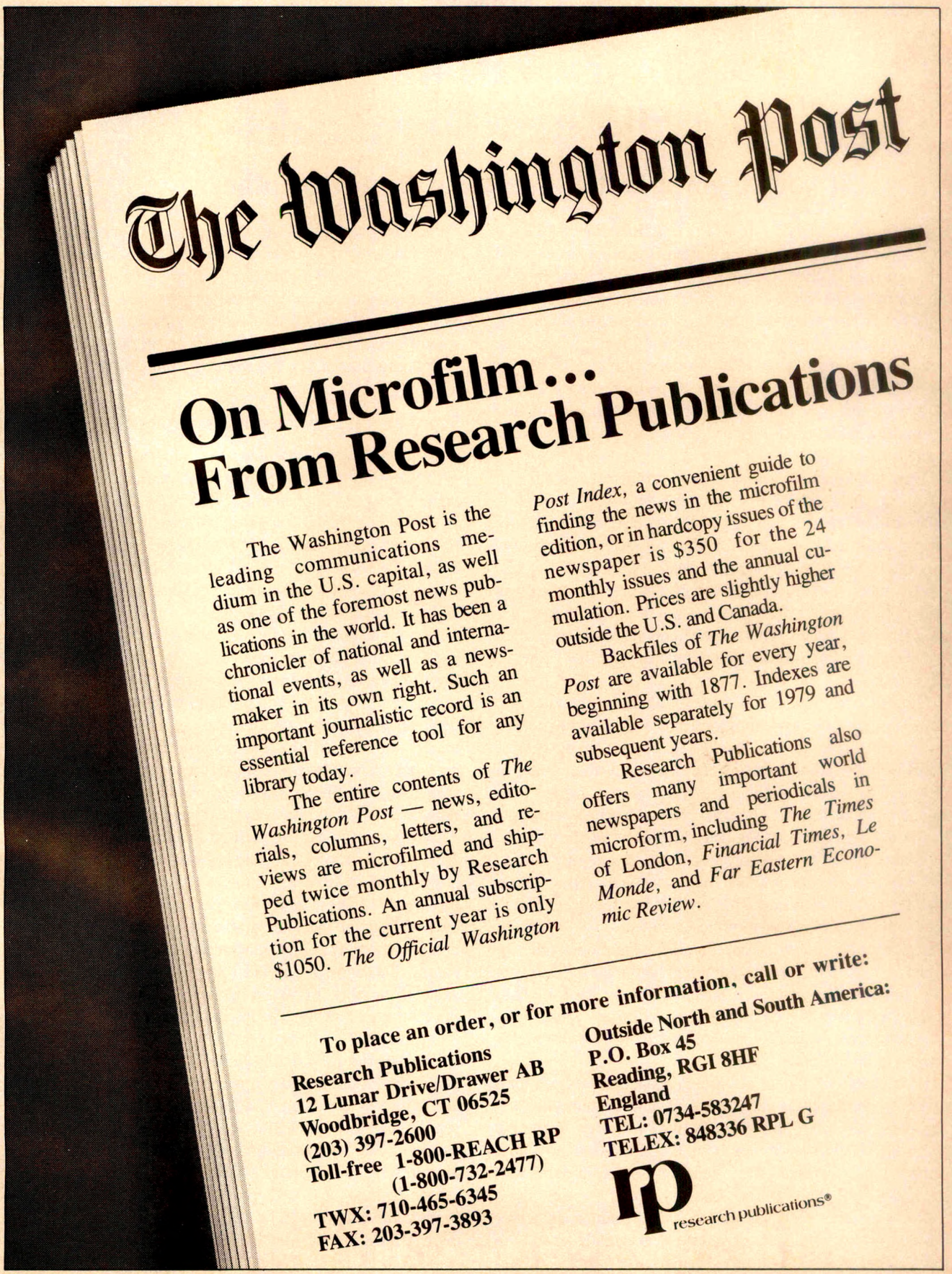

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the editor's page one

Library Vartanization, or, the new supra-chiefs

If you've got a Vartan Gregorian, it works; otherwise. . .

WHO WOULDN'T WANT A LIBRARY VARTANized, if the term denotes all that Vartan Gregorian has done for the New York Public Research Libraries as its president? So staggering are his achievements, he might forever stand in the minds of library search committees as the paragon of chief executive officers. And why not? He has put fun into fundraising; he is a scholar and cultural administrator who respects the expertise of his library professionals; his political clout is legend; he is a supercharged ambassador for libraries in general; and his understanding of the library mission leaves nothing to be desired.

That Gregorian is not a library professional himself is inconsequential—except that it sends the wrong message to other institutions: i.e., that when a library directorship calls for charm, clout, scholarly credentials, administrative daring, and fundraising genius, who on earth needs a librarian?

The notion carries three false assumptions: that plenty of other Gregorians are available; that the technical minions will take care of internal operations well enough; and that professional library administrators do not excel in "external" skills, or clout.

Vartanization, then, is one name for a reemerging pattern of hiring in major library institutions, not a criticism of our accomplished friend in New York. The pattern might also be called Boorstinization, after Daniel Boorstin at the Library of Congress, or—based on the new appointment of former dean and French professor Alain Seznec as Cornell University librarian—Seznecization. But Vartanization is easier to say.

What it comes down to is the search for supra-men to lead the superlibraries. Supra-men are candidates whose backgrounds greatly transcend what are perceived as mere library achievements; and, yes, those hired *are* men.

Sometimes the pattern is called the Harvard model, after the tradition there of hiring a distinguished non librarian as university librarian. The practice is defended on the basis of Harvard's exceptional circumstances—among them, the decentralization of the system, the strength of the individual library administrations.

Looking into the matter of Vartanization, however, one finds that every institution is likely to consider its circumstances exceptional. Chicago Public Library, the Newberry, Vanderbilt University, University of Southern California—all no doubt can point to exceptional circumstances for hiring directors with specialties other than librarianship.

One sometimes hears the lament, "We set out to hire a professional library administrator, but no such candidate had both the political skills and library background we need in this particular environment at this particular time." Given the choice between one set of skills or the other, institutions will tend to lean toward the political, which probably makes sense.

The question is, why should anyone have to make that choice? Are the two-fisted librarian/politicians in such short supply, or is the problem one of misperception: that librarians lack clout, especially in the research community?

Supra-men and women in the profession

Librarians who have shown they can make things happen both ways—internally and externally—are all around. Just to name a few, who happen to be women, we cite Patricia Battin at Columbia, Elaine Sloan at Indiana, Merrily Taylor at Brown, Millicent Abell at UC/San Diego and now Yale, and Susan Brynteson at U. Delaware. In public libraries, Arthur Curley at Boston, Marilyn Gell at Atlanta and now Cleveland, and Wyman Jones at Los Angeles come to mind, among dozens more, as politicians first-class.

"Librarians can have these skills," said Association of Research Libraries Executive Director Shirley Echelman when we asked her opinion, "and many do, in impressive proportions. I don't think the trend you describe says something about our pool of candidates; I think it says something about the boards and search committees and whom they're comfortable with according to their needs. If the need, say, is to raise money for a research library, then they may feel a scholar is more visible. . . ."

Others we talked to emphasized the dual burden of modern library administration, and how the job is truly two full-time positions. Most agree that hiring a nonlibrarian to concentrate on external affairs and an experienced library administrator for internal direction is an acceptable approach; but as to who reports to whom, the best arrangement may depend upon the situation. If Gregorian had been "deputy" something or other, would New York Public be in better shape? Would Daniel Boorstin have lent his prestige to the Library of Congress as Sub-Librarian?

The true risk in Vartanization is that the specialized training and experience of a library professional may become undervalued. The task of marching a library day after day, year after year, to the tune of its community—without falling behind the pace of modern information management—calls for skills simply not held by the Grand Marshals.

One librarian at Cornell put it this way: "With most nonlibrarian directors you get people who understand the old paradigm of a library, the scholars' library; they must be completely reeducated to the completely new paradigm." —*Art Plotnik*

in the news

"No adversary," says Bennett

AASL first national audience to hear Secretary's library views

by Gordon Flagg

U.S. SECRETARY OF EDUCATION William J. Bennett assured an audience of over 2,000 school librarians and others that he was not "an adversary when it comes to the importance of libraries." Bennett's talk was one of three keynote addresses delivered at the Fourth National Conference of the American Association of School Librarians, held Sept. 24–28 in Minneapolis. The 2,875 registrants (2,200 delegates and 675 exhibitors) also attended some 150 programs centered on the conference theme "Focus '86...The Curriculum and You."

Bennett's Saturday-morning address was his first appearance before a group of school librarians, a segment of the educational community that he has been accused of neglecting during his 21-month tenure as education secretary. For example, the 65-page booklet *What Works: Research about Teaching and Learning,* issued by the Department of Education in March, contained not a single mention of school library media centers.

Responding to criticism of the booklet by the school library community (notably an editorial in the May *School Library Journal*), Bennett said, "The purpose of the book was not to promote school libraries.... It was to promote the more general concern of learning." He added that the omission was "unwittingly corrected" in *First Lessons: A Report on Elementary Education,* released in early September, in which Bennett recommended that "Every school should have a library" and "The librarian should be an integral part of the instructional staff."

Most of Bennett's prepared remarks were devoted to general education issues rather than library concerns. He stressed his recurring theme of the need for educational reform in the areas of content (the skills students need to learn), choice ("whether parents...should have more say in the schools their children attend"), and character (intellectual and moral values). He touched on the role libraries ("the temples of cultural literacy") play in these areas.

Returning to *First Lessons,* Bennett stated that the most important responsibility of elementary schools is to teach "how to read and become an active and avid reader." He concluded his address by thanking "those of you who have aided in this cause," calling librarians "the ambassadors of literacy."

Following his remarks, Bennett fielded a half-dozen questions from the audience. In the most pointed question Bennett was told (to great applause) that all school libraries should have a full-time professional with clerical help, since "books don't jump off shelves without people to make that transition." Asked for a commitment to buy two books per year for every student in America, Bennett responded, "Not under these budgets. My guess is we will not see any new programs as long as we have these deficits."

Saying that the need for a full-time professional should be argued locally ("That's not my business"), he added that "in many schools the elusive dollar does not go where it deserves to go. I have seen many things done with the education dollar that don't have the importance of libraries."

Since the conference fell during Banned Books Week, Bennett was asked about censorship in school libraries. Responding that censorship always backfires, he said, "You do not make ideas safe for students; you make students safe for ideas." He added that "There is a difference between censorship and selection....School librarians know that judgment is not the same as censorship."

More specifically, Bennett said that anyone who comes forth to remove a book should be obligated to recommend a title that should be read instead. "In exercising selective judgment one never wants to be accused of being opposed to reading."

Most conferencegoers questioned after Bennett's appearance remained skeptical of the education secretary's commitment to libraries, or even of his awareness of their importance in the educational process. Reflecting the opinion of many, Jerry Wicks of Glenbrook North High School in Northbrook, Ill., said, "I was very pleased he was here," but added that he felt Bennett's remarks were "condescending. I think he illustrated the true thoughts of the Reagan administration towards libraries and education."

Standards status

A status report and preview of the new standards for school library media pro-

U.S. Secretary of Education William J. Bennett delivers the keynote address at the AASL conference as Minnesota Department of Education Commissioner Ruth E. Randall and St. Paul Superintendent of Public Schools David Bennett look on.

Gordon Flagg

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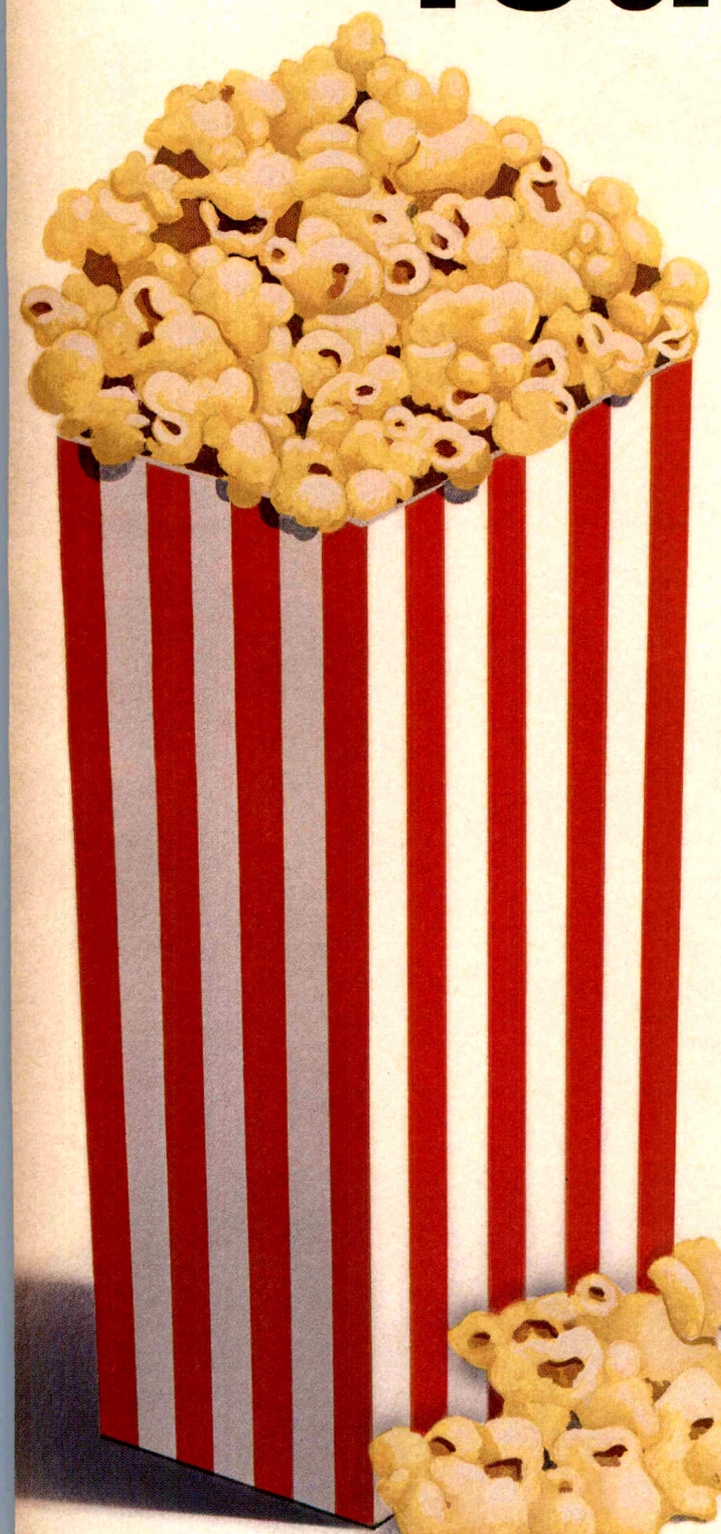

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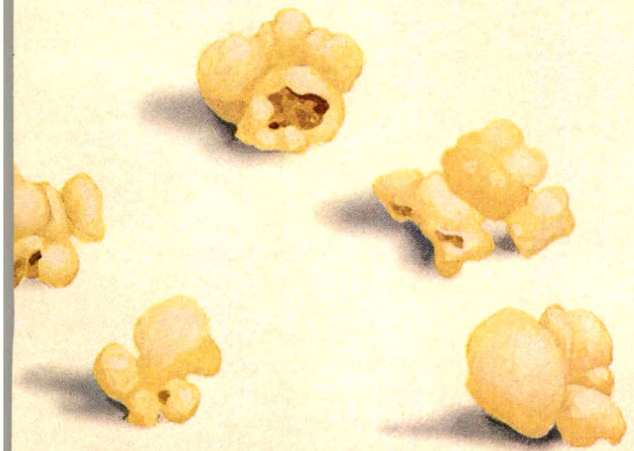

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grams was presented later in the conference by James Liesener, chair of the AASL Standards Writing Committee. The standards, currently under development by AASL and the Association for Educational Communications and Technology (AECT), will replace the 1975 standards, *Media Programs: District and School.*

After describing the purposes of standards and setting forth criteria, Liesener listed 19 problem areas facing the committee; these included formulation of a clear and well-founded statement of the role and philosophy of the school media specialist; clarification of the librarian's relationship to the curriculum; intellectual freedom and censorship issues; clients with special needs, such as the disabled and gifted; the impact of information technologies; evaluation of the competencies of personnel; and networking and cooperation at all levels.

Placement center premiere

For the first time, a placement center was offered at this year's AASL conference. Traditionally, few school library media jobs have been listed at ALA conferences; many schools post vacancies in teachers' publications or fill positions locally. However, with shortages of applicants becoming a problem in some areas of the country, AASL decided to introduce the placement center so that employers could recruit nationally.

Registration at the center was an evenly matched 22 job vacancies and 22 applicants.

Liesener gave the audience a "first peek" at the new standards in the form of the table of contents, which serves as an outline of the document. The standards will be divided into four sections devoted to societal and program context; definition of the media center program (roles and services); resources and management needed for effectiveness; and professional issues.

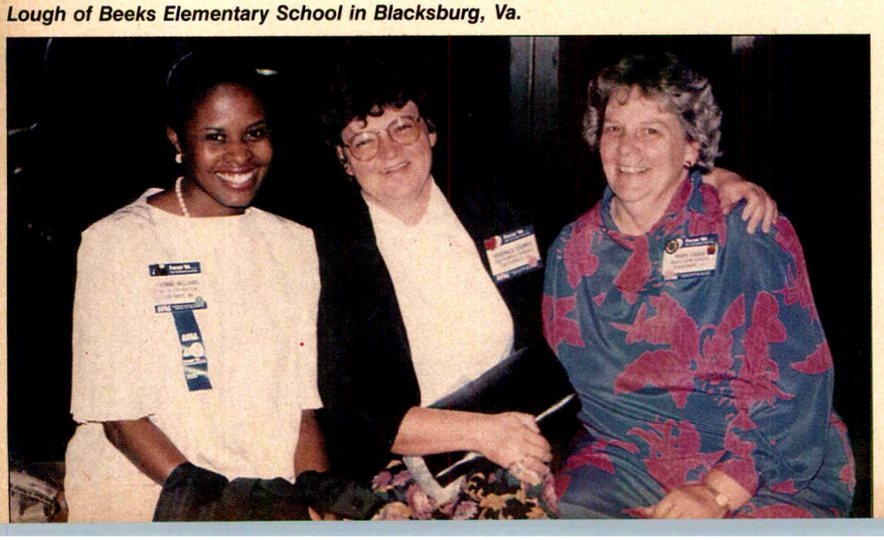
The committee hopes to submit a draft to the AASL and AECT boards in January, with hearings and feedback set for next spring.

AASL President Marilyn Miller asks Secretary Bennett for his views on the recent purchases of several major U.S publishers by foreign firms. Bennett pleaded ignorance on the matter, but his offhand comment was that he would "encourage them to buy the TV stations and leave the books alone."

Encouraging words

AASL President Marilyn Miller's closing remarks at the conference banquet reflected the mood of many of the school media specialists as AASL IV drew to a close: "Please go home and remember this camaraderie. . . . We like what we do; we're a little scared of the future; we've got to learn some new skills. But we can do it, because the future is in our hands." Those words of encouragement will have to hold the delegates until 1989, when AASL's fifth national conference will be held at an as-yet undetermined site in the western states.

The Minneapolis gathering was the first AASL conference for Yvonne Williams of the Baltimore (Md.) City Public Schools, Veronica Cooper of the Chesterfield (Va.) Schools, and Mary Lough of Beeks Elementary School in Blacksburg, Va.



Depositories want hard copy with fiche; GPO wavering

In mid-September the ALA Washington Office learned that as of Oct. 1 the Government Printing Office (GPO) planned to stop sending depository libraries the hard copy of documents for which microfiche copies are deposited. Only two documents would continue to be sent in dual format, the *Congressional Record Index* and the *Daily Digest,* GPO announced.

Most of the dual-format documents are Congressional papers with small print, italics, and tables, some of which become almost illegible in microfiche. In addition, fiche often arrives later owing to conversion delays. The Public Printer said the single format decision was made due to an expected $1 million appropriations cut in FY 1987.

Philip Van de Voorde, chair of the Government Documents Round Table (GODORT), called an emergency meeting in Washington, D.C. The GODORT group alerted depository librarians across the nation to contact their legislators and urge that the GPO decision be reconsidered.

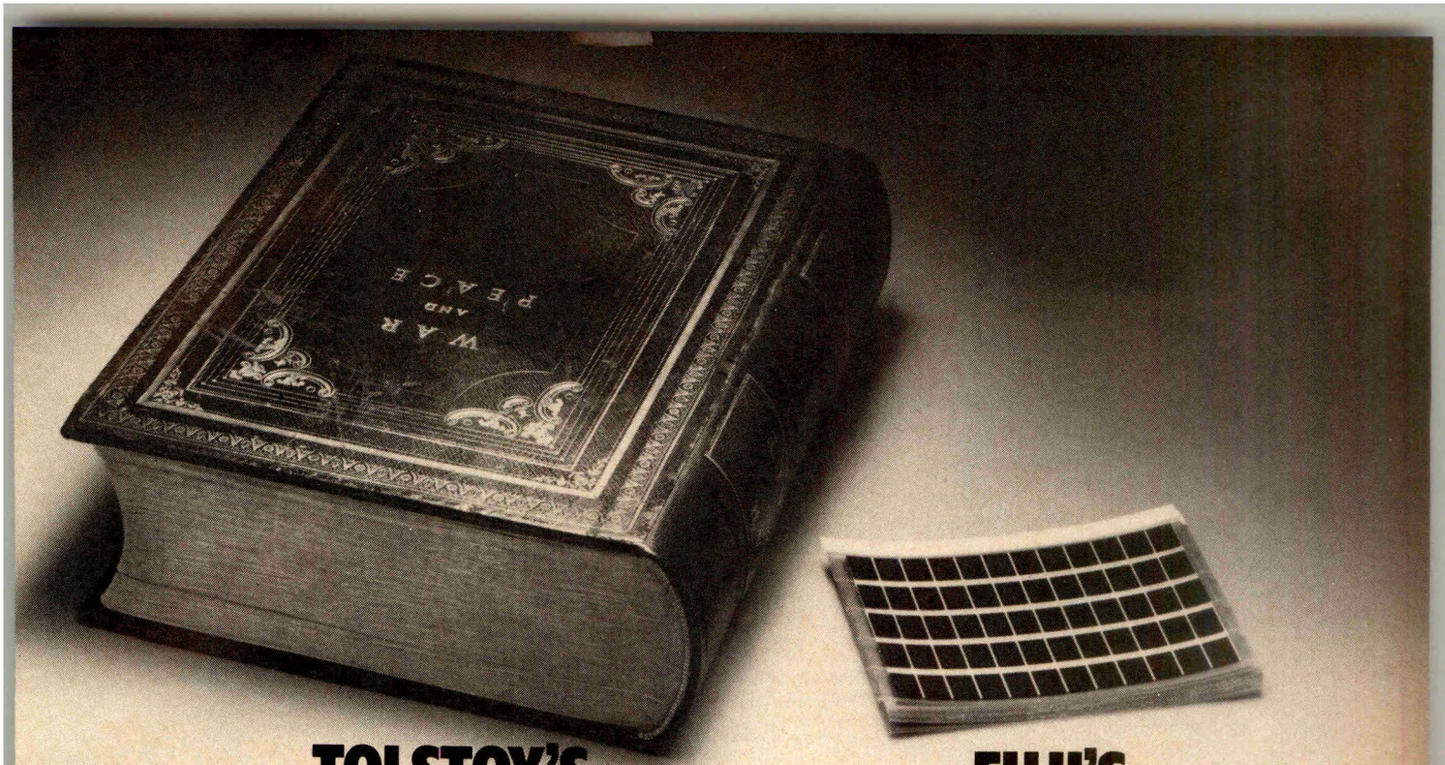
On Oct. 2 GPO advised the libraries that it would not immediately implement the decision at the request of Sen. Charles McC. Mathias, Jr., (R-Md.), chair of the Joint Committee on Printing. The decision would be reevaluated, GPO said.

GODORT and the ALA Washington Office recommend that members of the library community use the delay to educate legislators on their constituents' need for readable government documents. *—L.R.P.*

Grace South African plants may cost Baker & Taylor

Two of the nation's largest public libraries face the prospect of dropping their accounts with book wholesaler Baker & Taylor over the South Africa business interests of the firm's parent company, W.R. Grace.

Early this year the San Francisco Board of Supervisors passed an ordinance stating that firms doing over $5,000 in business with the city must sign an affidavit saying they sell no commodities or services to any entity located in South Africa. Nancy Musser, chief of technical services at San Francisco Public Library, said the library had sent the affidavit to Baker & Taylor, but it had not been returned as of mid-October. She said the library would shortly have to begin channeling its orders through vendors that have signed the affidavit, including Brodart and Yankee Book Peddler.



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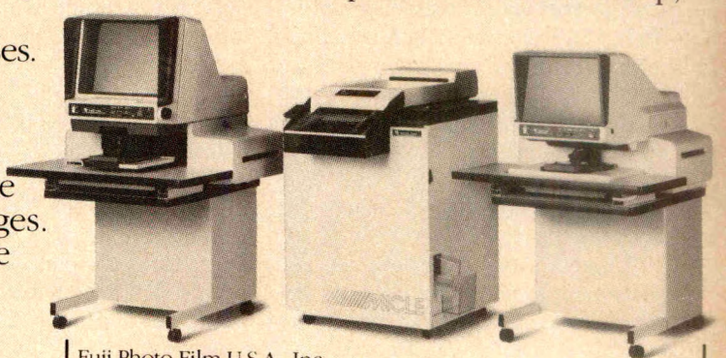

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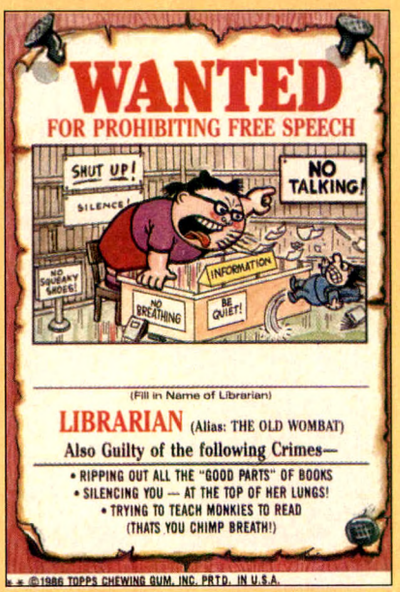
IMAGE: How they're seeing us

THE TWO GRAPHICS IN THIS MONTH'S column need little comment.

This model promoting a breakfast cereal appears on current Kellogg's Corn Flakes packaging. A caption reads: "Cora Haney, librarian, believes in good behavior and the solid, tasty nutrition of Kellogg's Corn Flakes. But Cora likes to cut loose on weekends. That's when it's time for the crunchy, sweet goodness of Kellogg's Frosted Flakes." Submitted by Diane Biesel, a Dumont, N.J., school media specialist, and John King of the University of Maryland Hornbake Library.



From Topps Chewing Gum's large and popular collection of "Garbage Pail Kids" cards. Howard Boksenbaum of Barrington (R.I.) Public Library notes that the cards also pillory nurses, principals, teachers, and other authority figures in a school-aged child's world. —*E. McC.*

The library currently does $350,000 in annual business with Baker & Taylor.

The Chicago City Council passed an ordinance in May prohibiting the city government from doing business with apartheid-enforcing agencies of the South African government, effective September 30. Baker & Taylor has stated that they comply with the ordinance, according to Chicago Public Library Commissioner John Duff, but the formal agreement has not yet been reached. Duff said the library purchased $1.5 million in books and $300,000 in serials from the vendor in 1986.

Jim Ulsamer, Baker & Taylor's director of marketing, declined comment on the two ordinances, saying that the firm is still studying their implications. He said that W.R. Grace owns only two small plants in South Africa that sell nothing to the police or military, and that the firm subscribes to the Sullivan Principles. "We believe our involvement there is beneficial," said Ulsamer, pointing out that approximately half of the company's 136 employees there are black, as are 15 of the 22 managers and supervisors. He also cited Grace's interest-free loans for employee housing, scholarship aid, and the adoption of six black schools with 35,000 students. —*G.F.*

Congress reauthorizes HEA with ALA recommendations

For three months U.S. House and Senate conferees labored to resolve some 500 differences between H.R. 3700 and S. 1965, the bills reauthorizing the Higher Education Act (HEA) for five years. Finally, in mid-September, they completed their task. House Rept. 99-861, the conference committee decision on S. 1965, passed both chambers Sept. 24 and 25 and the bill was forwarded to the White House for the expected signature.

To the satisfaction of the American Library Association and the Association of Research Libraries, the conferees preserved most of the library-related HEA II recommendations made by the two groups. Academic library programs were authorized at $31 million in 1987.

HEA II, College & research library assistance, & library training & research, was renamed Academic training & library technology enhancement, to reflect adoption of a new title D, College library technology & cooperation grants.

Title D authorizes $5 million in FY 1987 to help create a nationwide network of information resources in support of scholarship. Competitive grants of at least $15,000 would be awarded to help institutions use technology to share resources.

HEA II-A, College library resources, which has not been funded since FY 1984, was authorized at $10 million for FY 1987. The ALA Association for College and Research Libraries developed criteria targeting grants to the neediest academic libraries. Between $2,000 and $10,000 would be available to libraries ranking below the norm.

HEA II-B, Library training, research & development, was authorized at $5 million in FY 1987 and II-C, Strengthening research library resources, was authorized at $10 million. Under HEA VI, International education programs, a separate authorization of $1 million was established for acquisition of periodicals published outside the U.S. —*L.R.P.*

Emory may kill library school; $13,750 degree not viable

On September 17, A. Venable Lawson, dean of Emory University's Division of Library and Information Management, received a memo telling him of a proposal to phase out the school he has headed for 22 years. The memo was also directed to the faculty.

According to the university's vice-president for academic affairs, John Palms, "We indicated our inclination after a number of self studies...to recommend closing."

Palms sent copies to the Senate Faculty, the Executive Committee of the Graduate School of the Arts and Sciences, 1,500 alumni of the library school, and current students, asking for their counsel.

"The library schools in this country are undergoing revolutionary changes...To compete with the best public institutions would require we keep up with the market and sink great resources into the program," Palms told *AL*. He said the $13,750 tuition that Emory requires for a library degree was no longer a viable amount if new students were to be attracted.

Palms said the division had a very limited tradition of research and publication, and that its information management training was not essential for other university programs.

This semester the school has six full-time faculty and four part-time; 40 FTE students attend.

Lawson said he sent his response to Palms October 10 and was optimistic the school would get sufficient support to sustain the program. Palms awaits response from the other constituencies involved be-

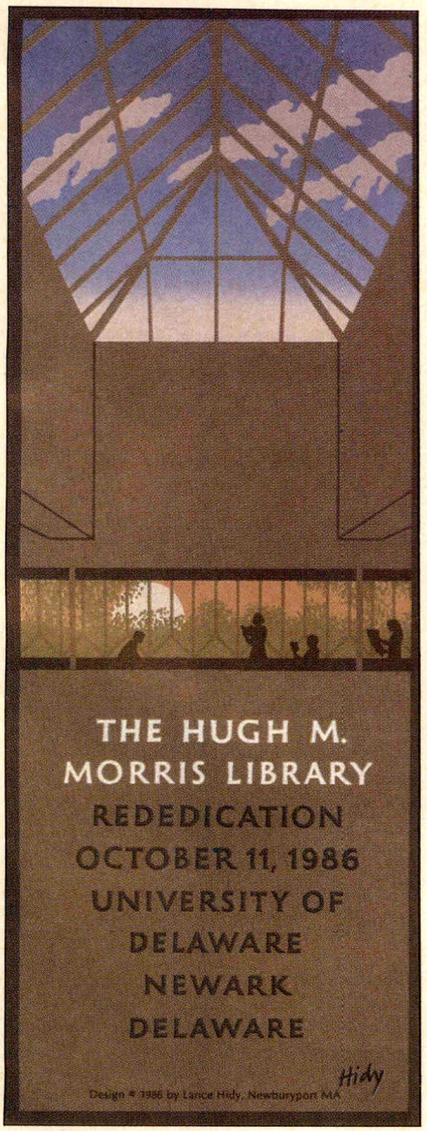
fore he makes a decision.

Emory's library school, founded in 1905, is one of the oldest in the United States. —*E.McC.*

Boorstin helps dedicate three new library facilities

Librarian of Congress Daniel J. Boorstin and Oregon Senators Mark O. Hatfield and Robert Packwood helped dedicate a new library at Willamette University in Salem, Ore., Sept. 3. The 63,000-square-foot, two-story building was named the Mark O. Hatfield Library to honor the former Willamette student, professor, and dean, who is donating most of his papers to the university.

Designed by MDWR Architects, Inc., of St. Louis, Mo., the $7.4 million red-brick-and-glass facility was financed by private contributors. On a separate clock tower, an inscription carries a Hatfield message: "Knowledge is the preface of peace." The university librarian is Sandra L. Weronko.



A Lance Hidy design marked the rededication of the expanded Morris Library at the University of Delaware, Newark.

Librarian Boorstin also spoke at the rededication of Wesleyan University's Olin Memorial Library in Middletown, Conn., Sept. 13. Originally dedicated in 1928 and enlarged in 1937, Olin's new addition and renovation provides 46,000 more square feet, nearly doubling the library size. Shelf capacity was boosted by 200,000 volumes to 800,000; seating capacity increased from 220 to 620.

Wesleyan's Campaign for Liberal Learning funded the $10 million project. The architect was Perry, Dan, Rogers and Partners of Boston. J. Robert Adams directs the library.

Boorstin made a third dedication address at the expanded and enhanced facilities of the University of Delaware Hugh M. Morris Library in Newark, Del., Oct. 11.

The Baltimore firm of Richter Cornbrooks Gribble, Inc., designed a wrap-around structure extending the Morris Library on three sides and adding 132,000 square feet to the 157,000-square-foot building originally opened in 1963. DELCAT, the new computerized catalog system, was installed on the first level.

The State of Delaware provided $9 million to match the $6 million raised privately by the university for the $15 million project. The library director is Susan Brynteson. —*L.R.P.*

Cornell librarians "at peace" with nonlibrarian in top post

"This is an unconventional appointment, and I have a lot to learn about how a library functions," said Cornell French professor and former dean Alain Seznec, 56, who becomes Carl A. Kroch University Librarian Nov. 5. He succeeds Louis E. Martin, who left the library in 1985 and J. Gormly Miller, a former director who has been acting librarian.

Seznec, who will oversee the university's 15-library system, one of the highest-ranked in the nation, completed eight years as dean of the College of Arts and Sciences in June. On his assets for the job, Seznec noted, "I might be able to see things that others have not seen before, and I have a

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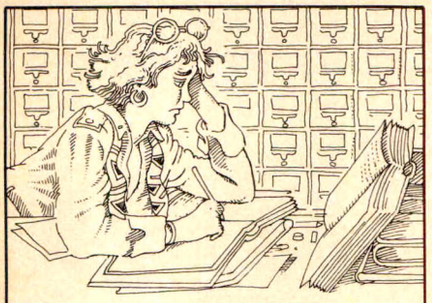

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good relationship with the faculty and all of the deans."

The nine-member search committee, which included three library staff members, agreed that Seznec's outstanding reputation on campus and skills as a fundraiser would strengthen the library's position in a highly competitive environment.

According to staff members queried by *AL,* some librarians "of national stature" were among the approximately 50 candidates, but none who stayed in the running seemed to have both the clout and technical skills sought for the endowed directorship.

Vice Provost Barry B. Adams, Search Committee co-chair, told *AL:* "When we touted up the virtues and liabilities, Seznec was the one for our university at this point."

The librarians on the Search Committee went along with the decision; other library staff seem to be looking forward to a good political era under Seznec, with a wait-and-see attitude toward his administrative directions.

The university administration has emphasized that a professional librarian was sought, and that Seznec's appointment does not represent a change in policy. "In other words," Provost Adams told *AL,* "it does not indicate that we're adopting the Harvard model." —*A.P.*

Librarians get salary hikes after strike at Wayne State

Librarians in the Wayne State University chapter of the American Association of University Professors went on strike with other academic staff and faculty on Sept. 4 at 5 a.m. By 9:45 the same morning, agreement had been reached on a new, two-year contract guaranteeing the across-the-board salary increases the AAUP wanted—3 percent the first year and 2.4 percent the second. It also provided funds for merit increases that will be decided by peers as well as by administration.

The quick agreement was not the end of the strike for the Wayne State library, however. Most of the support staff at the Detroit-based school—members of two United Auto Workers locals—struck the same day. The UAW did not settle for another two weeks, forcing librarians to cross coworkers' picket lines each day, and library administrators to perform many support staff duties.

Barbara Heath, the library's AAUP rep-

Loui Seselja

National Library of Australia trumpets services

The Pictorial Reading Room is one of the collections publicized on a recent 32-by-23-inch full-color poster entitled "The National Library of Australia: Serving the nation's libraries and the community." Above, a researcher for a Sydney book publisher examines works by S.T. Gill. Among other distinctive features promoted is the Australian Bibliographic Network, which has participants in all states and territories. At the moment, an NLA working group composed of library system suppliers and other interested parties, is studying emerging standards to ensure Open Systems Interconnection (OSI) to interconnect Australia's complex range of local, regional, and national systems.

resentative, termed the situation unpleasant, but said support staff "were pretty understanding." Heath told *AL* that some librarians walked with the strikers during lunch hours and breaks.

Promotion and tenure at issue

Also at issue during contract negotiations was the question of who will evaluate librarians for promotion and tenure. As academic staff, they have until now been evaluated by a committee of the same. The university proposed that they be evaluated by a faculty committee instead.

Heath said many librarians opposed the change, concerned that it would require them to meet faculty requirements for research and publication "without faculty pay, hours, or nine-month contracts."

AAUP Administrative Coordinator Jan Decker told *AL* the negotiating team agreed that librarians and archivists will reevaluate their promotion and tenure factors "in light of those used at outstanding research universities and colleges" during the next year and recommend what type of committee should evaluate them.

Peter Spyers-Duran, head of the Wayne State library, said the library developed new factors a year ago. "Librarians set fairly high goals for themselves," he said, "and while we will look at them again, it is an open issue as to whether there will be any changes."

Spyers-Duran said the position of university administration is that librarians are closer to faculty than to other academic staff and should be evaluated the same, with allowances made for differences in their duties. "My understanding is that the contract calls for something in between [a staff committee and a faculty committee] for evaluation of librarians," he told *AL*.

—S.E.B.

In two major projects:

Schools share CD-ROM data

In Pennsylvania, high school students and their instructors are tapping into the holdings of scores of school and public libraries statewide through a CD-ROM catalog each library can call its own.

A similar project is underway in Minnesota, where 450 school libraries will share resource data on a MARC-based CD-ROM catalog.

In both states, compact-disk technology is enabling school libraries to participate in resource sharing to an extent previously discouraged by the cost of online networking.

Pennsylvania's project is part of an ongoing ACCESS PENNSYLVANIA program, geared to increase cooperative library services as fast as the legislature is willing to fund the venture each year. The 1986–87 state budget includes $200,000 for the High School Catalog, which will allow 46 high school libraries to join the 60 libraries already sharing collection data on CD-ROM. The present catalog, converted to laser-readable disk format by Brodart for use on IBM PCs, contains 650,000 unique records with location data.

In Minnesota, the CD-ROM catalog, built with MITINET software, will be accessible on Apple II as well as IBM PC micros. Resource sharing will be among the 59 school districts of TIES (the Technology and Information Educational Services agency allied to the Minnesota School District's Data Processing Joint Board). The catalog is expected to contain some 6 million holdings representing 250,000 titles.

—A.P.

At the Pennsylvania State Library in Harrisburg, State Librarian Elliot Shelkrot poses for AL after demonstrating the new High School Catalog on CD-ROM. Shelkrot, who credits numerous others for development of the project, says he is happy to see school libraries tying in to the ACCESS PENNSYLVANIA program he has worked hard to promote.

Now in many locations:

Project will gather, publish papers of Martin Luther King

The J. Henry Meyer Memorial Library at Stanford University is headquarters for the Martin Luther King Jr., Papers Project, a plan to gather many of King's manuscripts, sermons, and other materials into a single published collection.

The project, which will publish 12 annotated volumes over the next 15 years, will gather documents from Boston University, the King Center in Atlanta, Presidential libraries, newspapers, civil rights organizations, and private collections, including those of the King family. The first volume is scheduled for release in 1990.

Clayborne Carson, associate professor of history at Stanford and project director, visits widely scattered locations to collect, organize, catalog, and edit the information. With his four-member, full-time staff, Carson is also preparing a study guide and a basic bibliography for scholars interested in researching King and the civil rights movement.

"The project will provide a complete record of Dr. King's development by bringing together all his work in various fields of accomplishment; as a national and international political leader, a humanitarian, an administrator, and a religious leader," Carson told the *Chronicle of Higher Education*.

In addition, the project is making many unpublished documents available for the first time. Carson cites as an example King's "Autobiography of Religious Development," in which King traces the development of his religious beliefs.

Despite efforts to make "every significant thing that we find available to scholars in some form," Carson says that much of the information not included in the volumes may be made available later on microfilm.

The project is financed jointly by the Ford and Rockefeller foundations, King Center, National Endowment for the Humanities, National Historical Publications and Records Commission, and Stanford University.

—H.O.W.

Kelley Blue Book Company rejects library subscribers

Prospective buyers and car buffs can no longer find current copies of Kelley's *New Car Price Manual* in their neighborhood libraries. Toni Garvey, Information Services coordinator at the Tucson Public Library, learned that news in August, when the Kelley Blue Book Co. returned a subscription order with a brief note: "Please be advised that under a new company policy this publication is sold only to those connected in the automobile industry."

Concerned for the library patrons who

use Kelley's, Garvey telephoned the company's business manager in Irvine, Calif. She was told that manufacturers threatened they would no longer provide price data if Kelley's continued to sell it to libraries. Garvey was assured that Kelley's nine other guidebooks, including those on foreign and used car prices, are still available.

Garvey contacted ALA's Office of Intellectual Freedom and the Arizona Intellectual Freedom Committee. "For us not to be able to provide consumers with the information they need for decision-making is a disservice," she told *AL*. An alternative manual published by Edmund's is not as detailed, she said.

Edmund's Publishing Corp. anticipates no problems with car makers, a spokesperson told *AL* Oct. 9; Edmund's had just sent its 1987 edition of *New Car Prices* to press. Individual copies are $3.50 or an annual subscription for issues in November, February, and June is $15, from Edmund's Publishing Corp., 515 Hempstead Tpk., West Hempstead, NY 11552. —*L.R.P.*

LC optical disks policy strikes user/publisher balance

Affirming the rights of users and copyright holders alike, a Library of Congress advisory committee has issued guidelines for the storage and distribution of print materials on optical disks held by LC.

Chaired by Robert Wedgeworth, Columbia University library school dean and former ALA executive director, LC's Optical Disk Advisory Committee included representatives from the library and publishing fields. They met at the request of LC Deputy Librarian William J. Welsh to resolve journal publishers' concerns arising from the library's 1982 request for royalty-free use of their publications during LC's pilot preservation program.

Without violating copyright standards, the guidelines aim to ensure the library patron's right to "reasonable user access to . . . materials" preserved on optical disks. Provision is also made for other libraries to access copies of LC's optical disk collection, to be marketed by LC itself should private vendors prove uninterested.

In turn, publishers are assured that LC's use of optical disks will not "jeopardize a fair return to copyright owners on their investment." It promises that materials will "not be stored on a disk or disseminated from disks . . . without consent of the copyright owner," who will propose royalty/licensing arrangements. A framework for these arrangements is to be developed by the advisory committee.

Full text of the "Library of Congress Optical Disk Program Guidelines and Principles for Print Materials" is in the Sept. 22, 1986, *Library of Congress Information Bulletin*. —*B.G.*

Library-business community linked in Silicon Valley

What is the economic growth rate for high-tech and non-high-tech firms in Santa Clara County, Calif.? How many Advanced Graphic Adapters have been sold since being introduced last year?

These and dozens of other questions at all levels were fielded by the San Jose (Calif.) Public Library's new Silicon Valley Information Center during its first month of service in September. Countless business people, jobseekers, students, journalists, and ordinary citizens are seeking information about silicon chip country.

Financed by nearly $1 million in federal, city, and private funds, the center was opened Sept. 2 on the third floor of the Main Library by San Jose Mayor Tom McEnery, City Librarian Homer Fletcher, State Librarian Gary Strong, and some 250 enthusiastic citizens. The opening of the first major resource to chronicle the history, development, and revolutionary impact of the semiconductor industry followed 18 months of planning and collecting.

Entrepreneurial librarians

"The project wouldn't have gotten off the ground if we hadn't had Fletcher's complete support," Information Center Director Mike Ferrero told *AL*. With Assistant Director Virginia Carpio, Patt Curia, and other librarians, Ferrero said, "We formed an innovative, aggressively entrepreneurial group" and won a $338,000 LSCA grant to develop the center beginning in October 1985.

The librarians went out into the community and the microelectronics industry to establish credibility, market the program, and collect materials. Small and large companies contributed reports, tapes, and other data. The executive search firm of Debra Randabaugh Associates donated an invaluable background clipping file on a thousand local companies, and the librarians brought it up to date. Consultants put the entire collection of books, periodical articles, maps, and videotapes into a computerized catalog. The system features 10 free terminals in the library, dial-up access from homes and offices, and electronic mail.

Ferrero says he began his "checkered career" at the library 13 years ago as a clerk. He now holds a master's in education and is working for an MLS at San Jose State University. He is also president of Local 191, American Federation of State, County, and Municipal Employees (AFSCME).

The center opened with a staff of seven, but Ferrero expects to add four more employees by mid-November. Silicon Valley may be suffering from a cyclical slump, but in the information center, business is booming. —*L.R.P.*

Special collections librarian charged with book theft

Librarian nabbed in theft of BC books, the *Boston Herald* headlined Oct. 8. The story reported that Ralph J. Coffman of Newton, Mass., director of special collections at Boston College Libraries since 1981, had been arrested on campus Oct. 7 for allegedly stealing "extremely rare" books.

According to an FBI agent's affidavit, Coffman brought books from the college to Sotheby Parke Bernet in New York City June 24 for appraisal, and later signed a contract to auction the items. He is charged with transporting stolen books and manuscripts interstate.

Among the items are Thomas Aquinas' *Tractatus de ente et essentia,* printed in 1480, and *Catena Aurea,* 1482, and Pope Boniface's *Bonaventura Vita Christi,* 1525. They were valued at more than $160,000, but *Herald* sources estimated they could be worth some $500,000.

A member of the ALA Association of College and Research Libraries, Coffman was born in Boston 46 years ago, earned his MLS at Simmons College library school, and received a Ph.D. in philosophy at Harvard University. Before being appointed to Boston College, he served as library manager at the Digital Equipment Corp. and directed the Northeastern University Library. In 1978–79 he was a member of the Society for the Management of Information Science Ethics Committee.

After the arrest, a U.S. magistrate released Coffman on a $5,000 unsecured bond. He faces a maximum sentence of 10

years in jail and $10,000 in fines.

A Boston College spokesman, who declined to comment on the case, said an inventory is being taken of the special collections, which are housed in the old neo-Gothic Bapst Library in the center of the campus. —*L.R.P.*

Agresto archives nomination returned to Reagan

"As far as we're concerned, the nomination is pretty much dead," a Senate Governmental Affairs Committee spokesperson said Oct. 2. The committee had just dropped from its agenda the bitterly contested nomination of John T. Agresto to the lifetime post of U.S. Archivist.

The nomination of Agresto, the political scientist who is deputy director of the National Endowment for the Humanities, was opposed by the American Library Association and other library, archival, and historical organizations. The groups contended that he lacked the necessary experience and credentials to head the independent National Archives. Many scholars feared he might politicize the post and jeopardize access to government documents.

The Senate committee action sent the nomination back to the White House, where Personnel Director Robert H. Tuttle declared that Agresto remains President Reagan's choice for the position. Asked if the President might appoint Agresto during the Congressional recess or renominate him next year, Tuttle said, "We will think about it."

—*L.R.P.*

Quick Bibs: New and recent books on a timely topic

by Bill Ott

TERRORISM

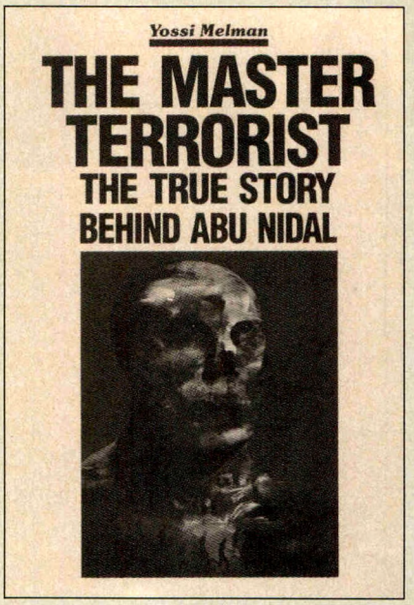
TERRORISM IS ONE OF THOSE SUBjects we would like to ignore. But the facts won't let us. As the incidence of politically inspired violence increases, names and places like Entebbe, Munich, and La Belle Disco come to symbolize the black cloud of fear under which much of life must be lived in the late twentieth century. It is difficult for the publishing industry to keep pace with terrorism. In the time it takes for the next encyclopedia of terrorist activity to reach print, it is almost certain that more major incidents of violence will have occurred, making the book out of date before it is published. Still, the books listed below offer at least a place to start in attempting to understand the multifaceted monster that has made terrorism an inescapable part of our modern vocabulary.

Adams, James. *The Financing of Terror: How the Groups That Are Terrorizing the World Get Their Money.* Simon & Schuster, 1986, $18.95 (0-671-49700-6).

Looking behind the headlines, Adams peers into the bank books of various terrorist groups, focusing on the IRA and the PLO. He finds that while contributions from sympathizers account for some funds, most of the groups' operating expenses come from crime—theft, smuggling, even investment scams. The modern terrorist, Adams concludes, combines viciousness and business acumen.

Anderson, Scott and Anderson, Jon Lee. *Inside the League.* Dodd, 1986, $19.95 (0-396-98517-2).

The authors of this exposé contend that the World Anti-Communist League (WACL) has become a gathering place for right-wing terrorists and supporters of such groups as the American Nazi party and various Latin American death squads. While claims of sweeping conspiracy are only partially substantiated, there is enough of substance here to prompt



The man who has masterminded recent bombings in Paris and Rome is the subject of this look into the soul of a terrorist.

memories of *Seven Days in May* and other thrillers involving reactionaries run amok.

Contemporary Terrorism. Ed. by William Gutteridge. Facts on File, 1986, $16.95 (0-8160-1468-X).

The contributors to this volume take a scholarly approach to the phenomenon of terrorism. They not only examine the methods for combatting terrorist activity, but also analyze the conditions that have spawned it. A straightforward, objective treatment of a subject that arouses emotions more often than clearheadedness.

Mad Dogs: The U.S. Raids on Libya. Ed. by Mary Kaldor and Paul Anderson. Pluto Press, 1986, paper, $6.50 (0-7453-0196-7).

Unabashedly anti-Reagan, this collection of essays by British journalists was assembled in two weeks following the U.S. raids on Libya. It grinds its various axes with gusto, arguing forcefully that Reagan's foreign policy uses terrorism as an excuse for increasing U.S. military might in the Third World.

Melman, Yossi. *The Master Terrorist: The True Story of Abu Nidal.* Adama; dist. by Watts, 1986, $16.95 (0-915361-52-3).

Palestinian zealot Abu Nidal may be the world's most feared terrorist. This compelling biography tells the chillingly inevitable story of how a poor Arab boy came to lead a secret organization responsible for at least 100 acts of terrorism. Melman is no apologist: He portrays Abu Nidal as a cold, calculating killer.

Rivers, Gayle. *The War against the Terrorists: How to Win It.* Stein & Day, 1986, $17.95 (0-8128-3093-8).

Although as one-sided in its way as *Mad Dogs* (above), this treatise by mercenary Rivers does offer some inside information on how counterterrorists go about their business. Unfortunately, the reader must take Rivers's accounts of his gung-ho exploits on faith; he pleads "security" as an excuse for avoiding details. Still, those favoring a get-tough policy will like what he has to say.

Rosie, George. *The Dictionary of Terrorism.* Paragon House, 1986, $18.95 (0-913729-29-9).

The fact that it takes more than 300 pages to collect basic information on terrorism and terrorists doesn't say much about safety in the modern world. This thorough dictionary may read like a nightmare montage of headlines—Black September, Bloody Friday, ad nauseum—but it is a fundamental source on its subject. □

Bill Ott, *who writes this column freelance for* American Libraries, *is books-for-adults editor for ALA's* Booklist.

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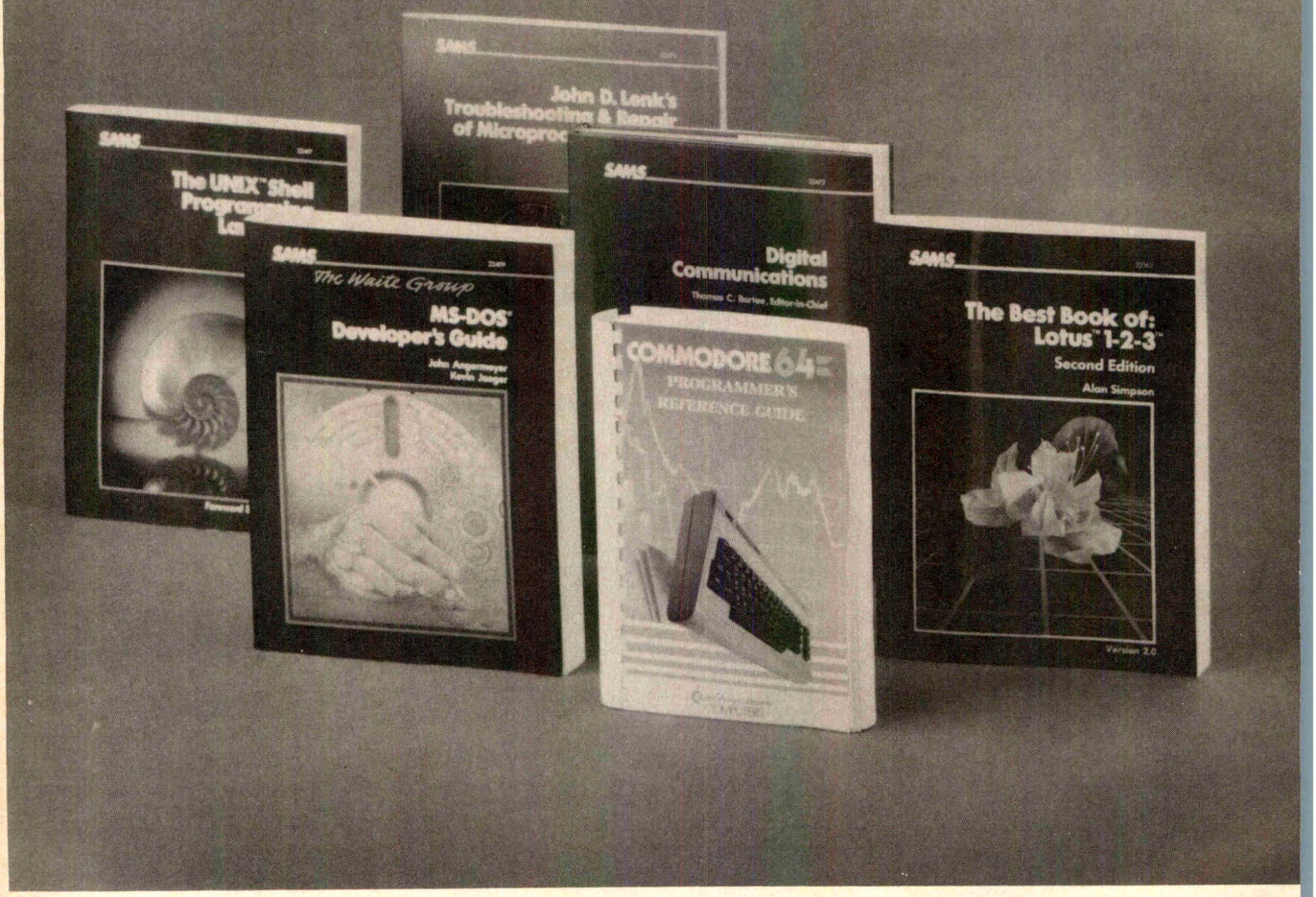

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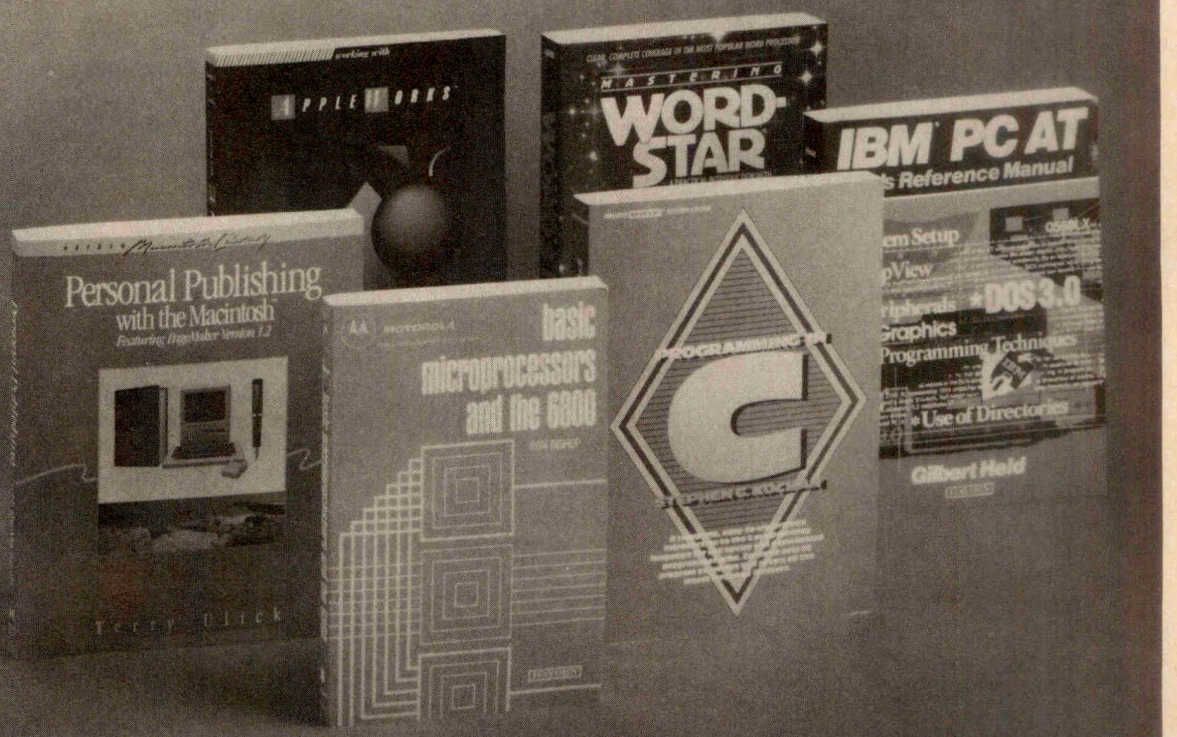

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LETTERS AND BRIEF COMMENT FROM OUR READERS

Nicaragua view "simplistic"

ART PLOTNIK OPENED HIS EDITORIAL (July/Aug., p. 499) by commending Fabio Restrepo for going to Nicaragua to develop a library training program. Then our editor immediately shifted to his real purpose, which was to write a condemnation of Nicaragua. He wondered if a socialist library would be a dreary place. Based on stereotyped images of lock-stepping comrades, Plotnik imagines a "dreary repository." He urges Restrepo to spread the gospel of free libraries. He warns him to avoid do-gooding zealots. A zealot is one who enthusiastically spreads the word.

At an ALA meeting, Plotnik heard accounts of Contra crimes. He had a hard time believing what he heard. Where did he go on his sabbatical? Somewhere where there are no newspapers? There's no need to believe the speakers at the conference; anyone can read newspaper reports of Contra bombings of libraries, schools, and clinics.

The condescending editorial warns Restrepo (whom Plotnik familiarly calls Fabio). The warning reveals Plotnik's simplistic view of conditions in different socialist countries and his cynicism about the possibility for positive social change. I also wish Restrepo luck. His project is exactly the kind of support our country should be giving to our neighbors. He deserves our genuine best wishes.

MAXINE SNOW, ALA member,
Loyola University Library,
New Orleans, La.

Do libraries buy porn?

THE ALA INTELLECTUAL FREEdom Committee begins its response to the Meese Commission report on pornography

The last words on InfoTrac

WE WERE DISAPPOINTED WITH THE article "InfoTrac: A Second Opinion" (July/Aug., p. 514–515). It is important for librarians to exchange opinions, especially about new products, but the second opinion inclines us to seek a third.

Van Arsdale and Ostrye cite questionable criteria as the basis for their conclusions. They raise the issue of standards in the laserdisc field, but standardization is not so important with stand-alone systems. They also worry about being stuck with obsolete hardware. However, if IAC upgrades the storage system during the five-year lease period—a very likely event, given the way the technology is going—IAC bears the responsibility and the cost of the upgrade. And the authors complain about InfoTrac's coverage, while the far more important question is whether the coverage fills a niche in the library's information services. We wonder if they compared library holdings to titles indexed or tried similar objective measures.

The authors are most alarming when they attempt to evaluate InfoTrac as a retrieval tool. Observing that students use InfoTrac to the exclusion of other resources, they condemn it and "most automated systems" for fostering poor research practices. This sweeping, unsubstantiated generality forms their central thesis: that such tools have a fundamental effect on research practices and therefore should be considered carefully. Our experience is that users taking the path of least resistance is not unique to automation.

Worse, the authors reveal an unfortunate paternalistic bias. Looking at the information they report, we would conclude that InfoTrac works and accept it. The students have voted with their feet. It is time for the other reference tools to get better. However, the authors decided to reject InfoTrac, a feat of mental gymnastics that can only be justified by carving "Success is Failure" over the doors of the library.

There are valid reasons to reject InfoTrac. We agree that it is hideously expensive, priced beyond the means of most libraries and out of line with comparable products. Another deficiency, one they fail to mention, is the poor quality of the database, which contains many filing-error typos and little evidence of authority control. On the other hand, libraries may choose (and have chosen) to overlook these limitations for InfoTrac's considerable strengths. The debate on this and other new products will probably continue for some time. Here's hope that future discussion is more substantial.

LEE JAFFE and RICHARD HALVORSON,
ALA members,
University of Southern California library,
Los Angeles

VAN ARSDALE AND OSTRYE RAISE some interesting points in their article on the InfoTrac system. In rejecting the videodisc technology as not cost effective, however, they fail to understand and appreciate the continuing development of technological innovation and its impact on society.

New technology is by its very nature fraught with ambiguity and plagued with breakdown. Often its role or impact on society takes decades to determine. Few would argue that they will not fly the Atlantic, just because the Wright brothers aircraft first flew for only 50 seconds. InfoTrac will survive, and those students who use it will be attracted to the novelty value of the system and find InfoTrac fun to use rather than a drag. I have used InfoTrac and found it a challenge to set up and fun to operate.

When electric lighting was introduced into the United States, few libraries failed to install lights because of the lack of standardization. In fact, it was many years before the electrical standards we enjoy today were applied to incandescent illumination. "Perhaps a wait-and-see approach by librarians would encourage vendors to push for standards and increase the prospects of compatible systems," say the authors. I will not be the one to stay in the dark while others enjoy the use of light.

The authors question the wisdom of supplying "an attractive and easy-to-use, but limited, searching tool into the undergraduate environment. . . . Students are not learning to make judgments about the pertinence of information they retrieve." These problems are, of course, solved by purchasing "the entire H.W. Wilson printed index collection as well as most other significant indexing and abstracting titles," with the funds spent on InfoTrac. In my own research and in using printed indexes with university students, I find that rarely can I tell much about an article purely from the printed index citation; I have to look at the article and then make a value judgment about it. The Wilson indexes may be more traditional in form, but it can hardly be argued that more pertinent information is contained therein.

"Libraries are being changed by the technology they espouse," say the authors. This is quite true; however, to reject the technology because of the lack of standards, high cost, and supposed impertinence is to deny the user the benefit of current technology. The videodisc industry is in its infancy. Perhaps standards, lower cost, and pertinence will come in time. I for one do not want students and others to lose the thrill of exploring the frontier of an emerging technology.

RALPH LEE SCOTT, ALA member,
East Carolina University libraries,
Greenville, N.C.

(Sept., p. 580–581) by quoting Article 2 of the Library Bill of Rights: "Libraries should provide materials and information presenting all points of view. . . ." Is this true? Do libraries provide porn for their readers?

I know that it's not bought in this academic setting, and here students write papers criticizing porn. Seems to me a self-righteous position for the IFC to take. The day librarians buy porn and have to defend it is the day to shake a finger at the Meese Commission.

RENEE FEINBERG, ALA member,
Brooklyn (N.Y.) College Library

There was a limerickist from Tampa. . .

THE "PURVEYOR OF CUSTOM-made limericks" mentioned by Michael and Timothy Gorman in their review of the Annual Conference exhibits (Sept., p. 620–621) is Don Harkness, president of the American Studies Press, a nonprofit (very, to date) press which publishes paperbound monographs and poetry, including the feminist poetry in the Herland series.

Harkness, also a professor of American Studies at the University of South Florida (and an ALA member), has been exhibiting at ALA conferences since 1979 and offering limericks on demand since 1981.

The Gormans' comments reveal a common misperception of limericks: that they are usually vulgar, even pornographic, and therefore anti-feminist, and also always begin "There was a. . ." Although many limericks do fit the first criteria, and the Gormans' illustrious compatriot Edward Lear always used that opening, Harkness is more original. This example should dispel the stereotype:

A Bookman who traveled in Kent
Gave souvenirs out as he went
From entrepreneurs
Peddling library tours
To directors who generously spent!

MARY LOU HARKNESS, ALA life member,
University of South Florida library,
Tampa

Sing and save with Clearwater

CLEARWATER PUBLISHING HAS again made special arrangements with the Essex Inn (just across the street from the Chicago Hilton) for ALA Midwinter: $50 for a single, $60 for a double, and $70 for a triple. These are among the lowest possible prices to be found for any comparable Chicago hotel, but at a most convenient location. Librarians can save as much as $50 per night compared with staying at the Hilton.

Clearwater arranged similar savings for last year's ALA Midwinter, and librarians who stayed at the Essex were quite satisfied. The rooms are comfortable, attractive and clean; the staff is reliable and cooperative; the parking is free; and there is a reasonably priced restaurant on the premises.

The Essex is holding 240 rooms for friends of Clearwater through January 2, although

(continued on p. 753)

Directory of National Women's Organizations

Publication lists information on more than 300 women's organizations. To order a copy, send $19.50 to: American Association of University Women Educational Foundation Sales Office, 2401 Virginia Ave. NW, Washington, DC 20037.

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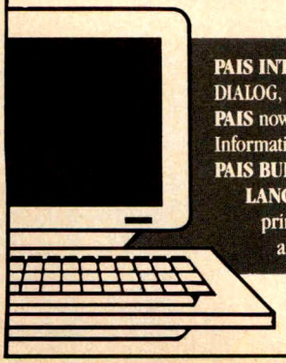

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Seldom does a micrographic product get such praise from an objective testing organization, especially one as authoritative as *Library Technology Reports.*

And while *LTR* has a strict policy that their favorable comments should in no way be construed as a product endorsement, we wanted you to know some of their comments about the RP 505. Testing it with a variety of film types, *LTR* found that ". . . in all cases the results were excellent." Specifically, they described it's print quality with an emphatic "Excellent!" And this quality virtually assured for every print by the best automatic exposure control of any tested by *LTR."*

These glowing remarks please us, but don't surprise us. Because many of the criteria *LTR* used in evaluating the RP 505 are the same that Minolta used in designing it.

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we strongly advise you to reserve a room as soon as possible. Call in your reservation to the Essex at toll-free 800-621-6906 (In Illinois 312-939-2800), and be sure to ask for the Clearwater Saver Rate.

By the way, the Essex is also the location of Clearwater's annual party featuring "the Clearwater Singers," to be held Monday, January 19. Those who stay at the Essex can roll right into bed after attending our party!

NORMAN A. ROSS, president,
Clearwater Publishing Co., Inc.

Librarians can be dangerous

THIS QUOTE APPEARS IN AN ARTICLE by Moorhead Kennedy titled "The Root Causes of Terrorism" in the September/October 1986 issue of *The Humanist:*

"In Lebanon today, who are the hostages being held? Consider their occupations. Peter Kilbourne, recently executed, was librarian of the American University. (The press said, 'A librarian. Librarians are nice people.' Nonsense. Librarians are very dangerous people if they are the custodians of ideas that deeply threaten your own.)"

I never thought of it that way before, myself.

KATHLEEN STIPEK, ALA member,
Haines City (Fla.) Public Library

A "title change" for catalogers

IT REALLY IS NO SURPRISE THAT there is a shortage of skilled catalogers, as pointed out by Janet Swan Hill in "Wanted: Good Catalogers" (Nov. 1985, p. 728–730) and Laurie Smith in "Where Are the Entry Level Catalogers?" in the Summer 1985 *Journal of Library Administration.*

My experience in technical services has shown me how much of a misnomer the term "cataloger" is. Not only does it fail to accurately describe the work, conjuring up the image of a semi-literate, or at best a paraprofessional sitting before a shoe box full of index cards and filing them into a metal box; but it is a ludicrous and pathetic, in fact an aggressively masochistic description of one's role as a professional. No wonder so many librarians are sheepish and apologetic about their profession. We can, however, take concrete steps to improve our professional image, which is presently as comfortable as an albatross around one's neck.

"Catalogers" at major collections analyze bibliographic data for manipulation in a database, while the manual maintenance of the card catalog is ideally the responsibility of the clerical staff. Intellectual responsibility is the "cataloger's"; the manual, the clerical staff's. However, the "cataloger's" intellectual responsibility is now to the database, which automatically generates our cards.

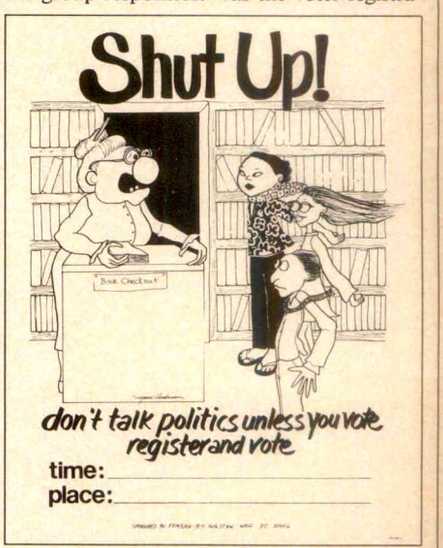
The job description for the "cataloger" has not kept pace with even the first wave of technological change in the library. He or she is currently an infant analyst and will be a mature analyst with the increasing implementation of online catalogs. I propose that the term "bibliographic analyst" be used to describe the technical services librarian's work. This describes the core responsibility of a job title now undergoing a re-shaping by technology, and will clearly delineate the job after it has been changed by the technology we can expect: the online catalog.

WILLIAM BEENEY,
St. John's University library,
Queens, N.Y.

Riled by registration poster

I HAVE BEEN FOLLOWING THE struggle of ALA to improve the image of librarians in the public eye. So when I saw this poster on voter registration that we were asked to display in our library, I was livid.

After a few phone calls I discovered that the group responsible was the voter registration committee of our local Democratic Party! I spoke with the chair of that committee expressing my displeasure, and that of my colleagues, over the offensive poster, but I was given no sympathy, much less any satisfaction. She said, "If you don't like it, don't use it." At one point, before becoming defensive, she said that the committee had considered cutting off the words "Shut up" on the top of the poster but then had left it alone. I explained that the librarian portrayed was insulting to our profession and that our association has been trying to change that image. She wasn't interested.



I realize that this is one small group of people who chose to use this poster, but they represent the entire Democratic Party and should show some responsibility to the voters. And librarians are voters!

NORMA W. COLTON, ALA member,
York County Public Library,
Grafton, Va.

RUNNING WITH CD-ROM

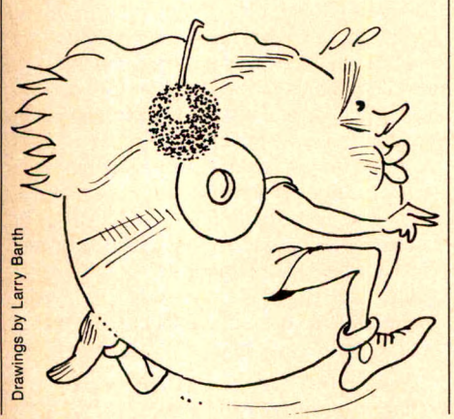
Can libraries keep up with the magical, mega-data disk? Here's help from an industry analyst on who, what, and how

by David C. Miller

Ed. note: A recent survey suggested that librarians expect to see CD-ROM in about 7% of libraries this year, 25% in 1988, and 65% by 1990. Although good news for the new CD-ROM publishing industry described below, these figures impose a new burden on the ever-running-to-keep-up librarian. To American Libraries readers familiar with the technical nature of Compact Disk-Read Only Memory products, we offer this commentary on dealing with the onslaught of offerings.

CD-ROM TECHNOLOGY HAS MAtured to the point at which a commercial CD-ROM publishing industry is feasible. That industry is now organizing and is expected to grow quickly. As major buyers and users of information products, libraries will be among the first to feel the impact—and the confusion.

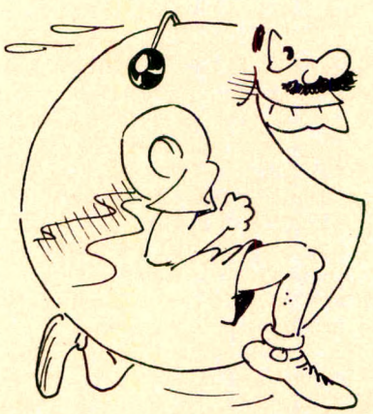
David C. Miller is managing partner, DCM Associates, a consulting firm based in Benicia, California. This article is adapted by permission from the firm's August report to the Fred Meyer Charitable Trust/Library and Information Sources for the Northwest, Douglas K. Ferguson, program director. Entitled "The New Optical Media Mid-1986: A Status Report," the full, 38-page study is available at $25 from the firm at Post Drawer 605, Benicia, CA 94510. A companion report, "The New Optical Media in the Library and Academy Tomorrow," 30 pages, is also available at $25.



Drawings by Larry Barth

Look at the topical distribution of available CD-ROM titles given in the box. Some 97 titles in 21 categories are identified. Of these, 25 or 25 percent are in the "Library" category. The second-rank categories, "Medicine & Biology" and "Demonstration Only," have just half the titles.

Library Corporation's Bibliofile may have been one of the world's first commercial CD-ROM products. OCLC and the Research Libraries Group have CD-ROM products in mind. The Western Library Network has announced that its catalog will be issued on CD-ROM early in 1987. CD-ROM publications are headed onto campuses and all types of libraries; vendors are knocking at the door. Faculty, staff, students, patrons, and senior administrators will soon be making assertive inquiries, just as they did when microcomputers were introduced. Even if a decision is made to defer acquiring CD-

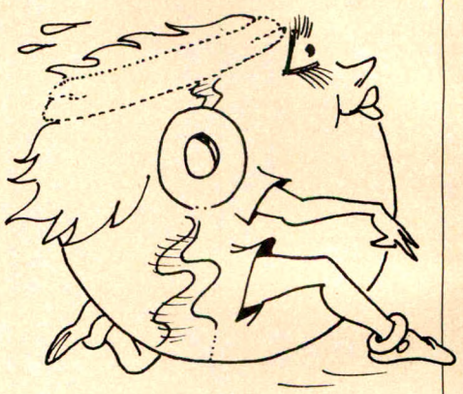


ROM systems and products, that decision will have to be defended.

Needs assessment

The usual planning litany applies to CD-ROM: What are the immediate information needs and opportunities? What will they be in five years? What should our priorities be, measured against cost, resource enrichment, improved access, and so on. Which features of CD-ROM might address these? Where and why is CD-ROM clearly inappropriate?

If needs assessment is a perpetual activity in your organization, you are already ahead of the game. If not, find a staff member who is or can become interested in



CD-ROM, and designate her or him as CD-ROM projects coordinator on whatever released-time basis you can afford. Find the resources for at least a small project to evaluate your information resource needs and opportunities against CD-ROM's potential. For now, focus on the medium's fundamental characteristics, not on the few titles available.

Systems options

Today's market offers several ways for customers to acquire a CD-ROM system. For example, you could buy or lease a complete system from the product vendor along with the information product. Or you could purchase just a system from a systems vendor, such as Reference Technology, Inc. You might also choose to buy the system components and integrate them yourself. Though this option might be an attractive one a year from now, when standardized systems and information products become more generally available, I wouldn't recommend it at present.

Getting a head start on understanding system requirements and options will pay off handsomely when the time comes to procure them. You will also begin to get an idea of current prices and price trends, which will improve your bargaining position.

Your staff CD-ROM specialist should begin to find out who is offering which CD-ROM publications, and on what

terms. Some products are sold outright, others are rented or leased year-by-year, others are bundled with systems on a lease or subscription basis. If your needs assessment identifies a potential CD-ROM product now available in another medium, query the provider. Market intelligence is precious. You may be able to influence what becomes available.

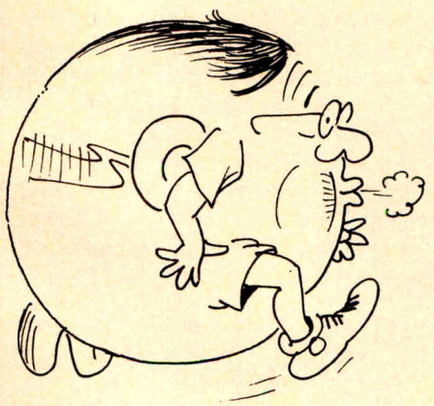
Products investigation

By all means, seize every opportunity to see CD-ROM product demonstrations. In sizing up systems and this new medium, there is no substitute for hands-on experience.

For specific products, a good starting point is "Laserdisk Directory" by Union College reference librarian Bruce Connolly, in the June and July 1986 issues of *Database* magazine.

Another useful source is *The Optical/Electronic Publishing Directory: 1986* (Carmel Valley, California: Information Arts, Post Office Box 1032, Carmel Valley, CA 93924, 1986, 110 p., looseleaf, $40).

The CD-ROM Sourcebook (Linda W. Helgerson and Martin G. Ennis, eds., Diversified Data Resources, Inc., 6609 Rosecroft Pl., Falls Church, VA, looseleaf annual with monthly updates) is a more complete and current guide, but a more expensive one at $250 for an annual subscription.

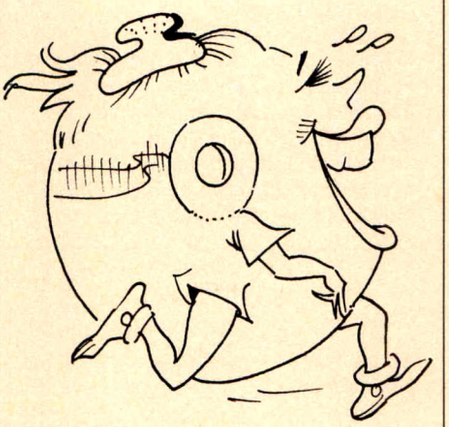


New CD-ROM titles and virtually every other facet of the industry are well covered in *CD Data Report* (Langley Publications, Suite 115-324, 1350 Beverly Rd., McLean VA 22101, monthly, $195 per year, ISSN 8755-5727).

As of this writing, no one is publishing regular evaluations of CD-ROM products. Someone will fill that gap shortly. Even now, some evaluation guidelines are being developed at the University of California.

Open vs. closed systems

"My worst nightmare is a world in which every CD-ROM disk requires its own, separate system." So said Edward Brownrigg of the University of California at a recent Information Industry Association workshop. Most CD-ROM systems to date have been closed de facto, simply because adequate standards did not exist to provide compatibility across hardware, operating systems, search software, and files. That circumstance will change rapidly, and must.



Fortunately, the new standards falling into place should resolve this dilemma within a year. Customers will demand and will be able to acquire systems capable of using CD-ROM disks from most information providers.

There are other open-vs.-closed systems issues, however, which must be identified and thought through. For example, Information Access Corporation is delivering its InfoTrac magazine index product on a system which, by design, is completely closed. (As it happens, IAC uses a 12-inch videodisk rather than CD-ROM, but that is not to the immediate point.) IAC's goal is to make its system failsafe and easy for library patrons to use without assistance. IAC has announced a line of library publications for its system, and leases both system and disks on an annual basis. All that is good news. The bad news is that only IAC products will work on its system. [See "Reader Forum" this issue for additional commentary on InfoTrac.—Ed.]

H. W. Wilson and University Microfilms are also well along with their systems. If they, too, are proprietary, will libraries have the funds and the space to acquire them? Libraries can help shape the resolution of this issue, not merely react to decisions made by others in pursuit of their own goals.

Available CD ROM titles as of June 1986

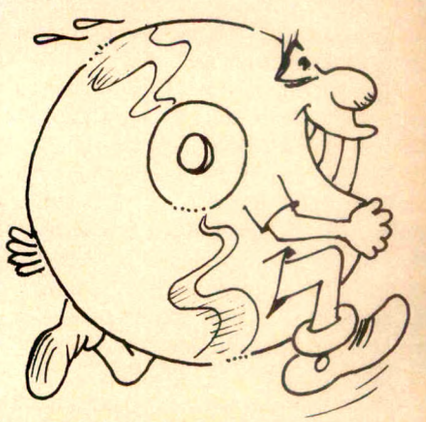
Agriculture	1
Chemistry	3
Demonstration only	12
Education/Research	4
Electronics	1
Encyclopedia	2
Engineering	4
Financial	9
General Reference	4
Law/Public Policy	6
Library	25
Maintenance Manuals	1
Mapping	1
Marketing	1
Medicine & Biology	12
Military/Space	3
Natural Resources	3
Point of Sale	1
Sociology	1
Software Packages	2
Sound Effects	1

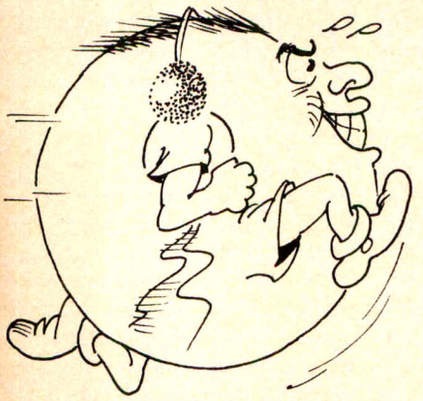
From *The Sourcebook*

User access, user fees

Libraries are prospective customers for two classes of CD-ROM publications: those they use in their own organizational and professional activities, and those they purchase for faculty, students, and patrons. Each type has its own set of policy questions.

For example, when CD-ROM delivers mainframe-sized databases to desktops, some mainframe-like issues arise. Information providers may choose to regulate access. Perhaps every user cannot access every file. Perhaps users are expected to pay access or transaction fees as they use individual files. Are these demands reasonable and acceptable to librarians? If so, what is required to provide these administrative services, and how are the institu-





tions to be compensated for providing them?

Information professionals and library patrons want and need different features from online catalogs. Patrons need systems that are intuitively easy to learn and easy to use. They do not need many features that professionals require and are willing to learn. System support, documentation, training—all these differ significantly depending on whether the system is "behind the counter" or "out front."

Planning the pilot project

Given the fluid environment of CD-ROM in 1986, what seems to make the most sense are small, well-thought-out pilot projects. The basic objectives of such projects should be to understand the technology, and to identify and analyze the problems of making it work in the library.

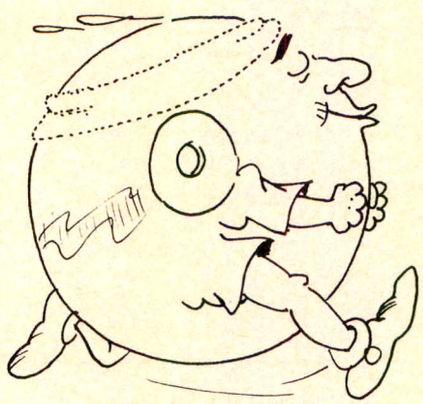
One straightforward project might be to acquire one system and one product, and use it experimentally for a while. For example, Library Corporation's BiblioFile can be delivered for less than $4,000. That price includes a CD-ROM drive with an interface to an IBM PC, operating software, a year's worth of quarterly updates, and 800-number support. R.R. Bowker's brand new BIP (Books in Print) Plus is another product drawing interest from libraries ready to take the plunge.

Alternatively, a library might volunteer to be a test site for some system and product now in development. Participating as a field-test guinea pig can mean rich insights and the opportunity to shape the final product. Less capital expense is involved than in buying a commercial product. On the other hand, it may be easier to make a judgment from a final product. Field-test projects are also notorious for eating up valuable staff time.

Still another alternative, one I advocate at every opportunity, is cooperative, self-publishing pilot projects. For example, a library cooperative might elect to publish a union catalog of special collections on CD-ROM. One or more integrated systems could be purchased from a vendor. Several service-bureau-like sources of assistance are available to assist with creating and producing the CD-ROM disk products themselves. They are feasible and affordable now.

The state of optical media: A consultant's notes

- Optical media of various types are in a state of rapid development and testing. They will generally not replace magnetic media but will augment and complement them, with some displacement in applications where either might serve.
- Video disks, the original commercial new optical medium, have found permanent market niches in point-of-sale and instructional devices.
- Two of the new optical media, CD-ROM and laser-card, are rapidly becoming commercial products.
- CD-ROM has benefited greatly from the huge success of its predecessor, the compact music disk. Rapid development and de facto adoption of standards, combined with major commitments from world class corporations and a good fit with existing micro computers, give CD-ROM the momentum needed for rapid expansion.
- Despite CD-ROM's bullish future, at this moment it is still in its infancy. Perhaps 2,000 users have CD-ROM systems, and the merest handful of 140 public CD-ROM disk titles can be counted as commercial products. It is expected that much larger numbers of systems and disks will be made and sold during the next year.
- CD-ROM publishing requires solid progress in resolving several major practical problems, including: how best to update CD-ROM files; how to organize and fund sales and customer support; pricing strategies; and intellectual property rights.
- CD-ROM calls for administrators to invest time and effort in understanding the technology, defining opportunities and priorities, and planning pilot projects. The requirements are analogous to those encountered when microcomputers and online public access catalogs were introduced.

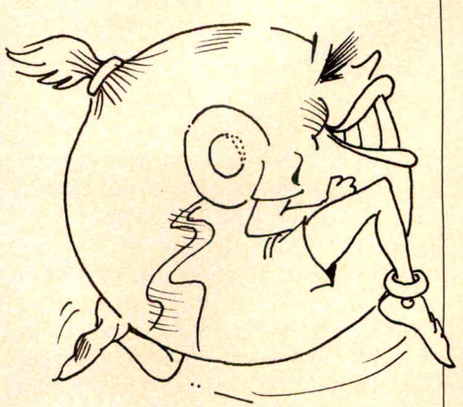


Ours are the times that try human vision. It is difficult to tell where we are, much less where we are headed. Saying that we are passing from an Industrial to an Information Economy overstates the case; our industrial base remains as important as ever. It is just that we are learning to work smarter: the information-value-added component of production is increasing. We are entering what Ted Bradshaw of the University of California has labeled the Advanced Industrial Society.

The difference between the Old and the Advanced Industrial Society is well symbolized by today's credit-card calculator vs. yesterday's electro-mechanical calculator. We have learned to do more with less, and the perceivable difference is the extra information and knowledge embedded in our new products and processes.

CD-ROM is another prime example of this trend. Information, document, and databases which only yesterday required mainframe storage and handling are now decanted onto a plastic disk weighing less than an ounce and measuring less than five inches across.

Inevitably, such changes are transforming our information- and knowledge-handling institutions. Those of us swept up in the transformation have only our experience—that is, our past—to instruct and guide us. That past is a necessary but scarcely sufficient mentor. We may yet have to imagine and then create new traditions, new institutions, new ways of defining and pursuing our missions. □



DATA-POWER TO THE PEOPLE

CD-ROM gives statistical research power to *all* libraries and challenges librarians to produce answers, not sources

by James R. Kuhlman and Everett S. Lee

WHEN LIBRARIANS SUPplement the printed page, "the eye-readable," with machine-readable materials, these materials become new versions of the book, more compact and more durable. But when the machine-readable formats consist of numbers, tables, and charts instead of text, they require specialized skills and different methods of handling.

Emily Gallup Fayen opened a recent article in *American Libraries* by alluding to what has become an almost mind-numbing outpouring of predictions on the library of the future.[1] She resisted the temptation to add her own. Instead, she treated the profession to an eloquent and thoughtful examination of how we must reorient our approach to service in order to continue as valued professionals in the environment technology is shaping for us.

The issues Fayen raised are of interest to all librarians. However, we at the University of Georgia Libraries felt she was speaking directly to us. Already serving a major research university with impressive collections of books, journals, microforms, and media, the University of Georgia Libraries early in 1986 assumed responsibility for collecting, accessing, and archiving a large, heavily used collection of machine-readable databases. The information on the hundreds of reels of magnetic tape in the collection is accessed through some of the most advanced mainframe computers available and represents an invaluable addition to the Libraries' holdings, particularly in the social sciences and business. The Libraries' capabilities made a quantum leap virtually overnight. As we worked to fulfill the exciting potential of this collection, we discovered that the same resource will be available to virtually every library, *within months!*

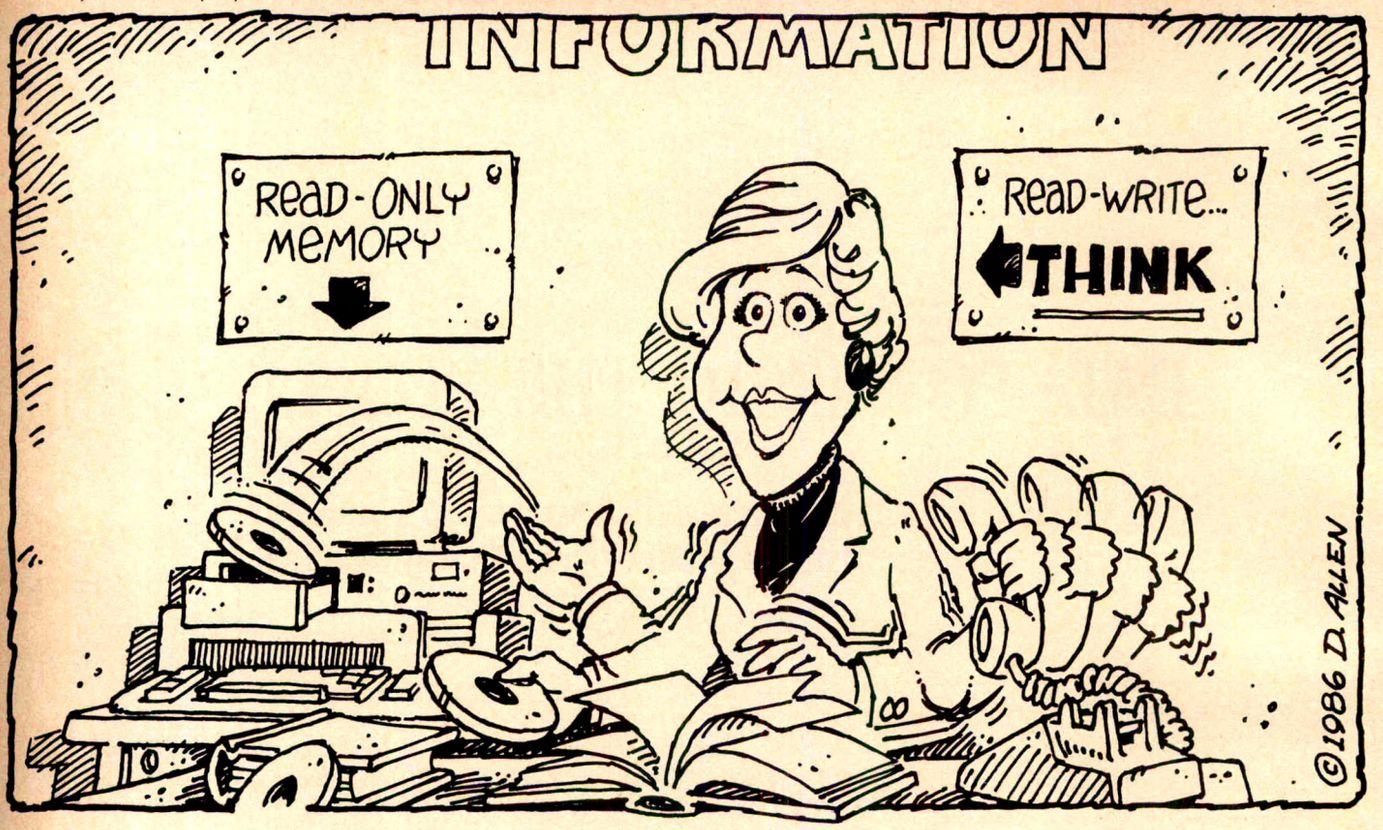
"What we envision is not a new role for the library and librarian, but an enhanced role that will be highly visible to businesses, city councils, and state legislators."

Data sets proliferate

The U.S. Bureau of the Census, developer of the now disappearing punch card, began using a computer to process the 1950 census and first released tapes to the public with the 1970 census. During this period, an organization now known as the Inter-university Consortium for Political and Social Research (ICPSR) at the University of Michigan began to collect, archive, and make numeric data sets available to individual researchers through their member institutions. Early on, these collections consisted largely of election data and major surveys of political attitudes. Today, the ICPSR offers databases ranging from records of U.S. farm real estate values and surveys of consumer finances to censuses of religious bodies and perceptions of youth from high school into early adulthood. JoAnn Dionne's recent survey of numeric social science databases provides an excellent overview and a useful bibliography.[2]

As the Bureau of the Census, the ICPSR, and other sources expanded the availability of machine-readable data sets, social scientists radically altered the way they did research. With vast and growing amounts of demographic and survey data already amassed and in a format readily interpretable by computers, fewer researchers collected their own data. Many social scientists began to rely more on these data collections and less on printed materials in the library. After all, who would spend hours transcribing figures from printed volumes of the *World Bank Tables* and cal-

James R. Kuhlman is head of the Social Sciences Department, University of Georgia Libraries, Athens, and chair of the RASD/ALA Reference Sources Committee. **Everett S. Lee** is a demographer and professor of sociology, University of Georgia.



culating correlations when the same machine-readable data could be processed by a few commands to the computer?

Unfortunately, until now there was no inexpensive or efficient way for libraries (or anyone else) to handle these immense data sets. Though magnetic tapes are a significant improvement over punch cards, they typically have been stored in computer centers because they had to be processed on large, expensive machines. Programmers were needed for even the simplest of operations, and seemingly endless delays resulted when researchers failed to communicate with programmers, who then made trial run after trial run to correct inevitable errors.

With the exception of pioneering efforts such as those at Yale, the University of Florida, and the University of British Columbia, most research libraries have left it up to computer centers to deal with the machine-readable materials. Computer centers in turn left it to users to find, purchase, and maintain their own materials. Data sets were viewed as the personal possessions of individuals; cataloging of data sets was ignored. Faculty in the same department and different state agencies often bought the same, expensive tapes, only to lose or forget about them. Imagine what might have happened—or rather, what might not have happened—had libraries treated print materials this way.

PCs to the rescue

The maturation of the personal computer has radically changed this situation. Personal computers can now perform complex statistical operations—including regression analysis—on large bodies of data using off the shelf software (e.g., SPSS-PC+, SAS for PCs)[3] faster than 1975 computers costing millions of dollars. For all except the largest tasks involving huge assemblies of data or repetitive mathematical operations, the personal computer has freed the researcher from the computer center, the programmer, administrative minutiae, and high costs. In a sense, the researcher's life has been extended. Ideas can be tested quickly, arrays of perplexing figures can be immediately transformed into understandable graphs, and printouts are a snap. In sum, data processing is becoming relatively easy.

What has become easier for the individual researcher has also become easier for the library. For the cost of a reasonably powerful personal computer any library can have the computing capacity to access and manipulate machine-readable data. In fact, many libraries already provide patrons with access to data on diskettes from the National Technical Information Service (NTIS) or the Bureau of the Census.

Diskette storage capacity, however, severely limits libraries' capabilities. NTIS diskettes contain relatively small data sets, and the Bureau of the Census has issued the *County and City Data Book* for use on a personal computer—but it requires 33 diskettes! This obviously unwieldy file is one of the smallest data collections available on magnetic tape through the Bureau of the Census.[4] Were it not for new technology, the invaluable collections available from ICPSR and the Bureau of the Census would remain the domain of computer centers with magnetic tape drives and large amounts of storage.

Enter CD-ROM

The small bulk, low cost, enormous storage capacity of CD-ROM (Compact Disk-Read Only Memory) has forever altered that situation. CD-ROM, a version of the laser or optical disks libraries have already seen in *Bibliofile* and Grolier's *The Electronic Encyclopedia,* differs from compact disks sold for home stereos only in that it is formatted for digital data recording.

At about 4¾ inches in diameter, each virtually indestructible compact disk holds the equivalent of approximately four reels of high density magnetic tape or 1,500 flexible diskettes. Many current Bureau of the Census data files and ICPSR data files easily fit on one compact disk.[5] Users may not

(continued on p. 760)

BIOGRAPHY INDEX

A Guide to People from Every Age and Every Field

Thorough and detailed, *Biography Index* is a comprehensive guide to the vast amount of information about notable and influential people which appears each year in periodicals, books, obituaries, reviews, and other sources.

An Index for Everybody

Whoever your library patrons are — professionals, students, scholars, general readers — *Biography Index* helps you give them the information they need.

In-Depth Coverage

Biography Index provides complete and accurate indexing of a variety of sources: • More than 900 current English-language monographs and over 100 works of collective biography each year • 2,600 periodicals of every kind • Autobiographies, diaries, letters, and memoirs • Fiction (biographical novels), diaries, pictorial works, and poetry • Juvenile literature • Biographical information from non-biographical sources • Obituaries, including those from *The New York Times*.

Organized for Easy Access

Biography Index offers two convenient ways of getting information:
• *Access by Person's Name* — In the main section entries are arranged alphabetically by subject's name, followed by occupation and dates of birth and death. Full bibliographical references to articles or books about the person complete the entry.
• *Access by Profession or Occupation* — If you want to locate a poet or a business executive and don't know the person's name, or if you want information on several people in the same occupational group, this alphabetical index can help you.

An Invaluable Reference Tool

Biography Index also offers:
• *Complete Bibliographic Data* — Citations include all the bibliographic information required to find what you need, including notations of portraits, illustrations, bibliographies, and other useful data • *Checklist of Composite Books Analyzed* — An alphabetical list of composite books analyzed • *Key to Periodicals* — A complete, alphabetical listing of all periodicals analyzed • *Name Authority Control* — Guarantees that names will be uniform whenever they appear • *Title Enhancement* — Clarifies the content of articles with ambiguous or misleading titles • *Currency* — Published four times a year, following closely on the publication of the periodicals and books analyzed.

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"write," i.e., add information to the current generation of "read only" compact disks, but such a limitation protects the integrity of large and complex data sets.[6]

A compact disk reader with an interface to a personal computer currently costs about $1,000. This price will probably fall rapidly as increasing numbers of applications intensify competition for an expanding market. Creating compact disk masters currently costs between $14,000 and $20,000 per disk for census data, but copies cost approximately the same as computer tapes holding the same amount of data, i.e., roughly $500 per disk.

Any library can support research

For approximately $7,000 in hardware and a few hundred dollars in software, any library will soon be able to possess and access data sets now available only at the largest research institutions. Machine-readable versions of the Census of Population, now accessible only through state data centers, will be available at almost all government publication depositories and academic libraries.

The Bureau of the Census has begun testing CD-ROM as a storage medium for census data to be accessed by an IBM PC/XT.[7] We may expect CD-ROM or similar devices to be used widely in connection with the 1990 census, and we may also expect other data producers, such as the ICPSR, to follow suit. Not only will these disks replace magnetic tapes now sent to state data centers, but they will also replace many of the printed volumes now devoted to detailed data for small areas or special subjects. Data which now require whole stack ranges will fit into a small box.

Furthermore, as devices for reading printed materials and transforming them into machine-readable form improve, we may expect volumes dating back to the earliest days of the Republic to be put on compact disks or on the storage devices that will replace them. For data users, whether academics or government planners, the personal computer in tandem with CD-ROM will prove an incredible boon *if libraries aggressively commit themselves to purchasing, cataloging, storing, and making complete disks or partial copies available.* Making copies and distributing information will be relatively easy; the more difficult task will be connecting user and data.

"For approximately $7,000 in hardware and a few hundred dollars in software, any library will soon be able to possess and access data sets now available only at the largest research institutions."

The "new librarian's" task

Enter Fayen's new librarian, one who adds numerical skills to an already impressive array of talents. First of all, a new and more detailed kind of cataloging must be done. It will not be enough to know where to find demographic data for Colorado counties in 1990. Rather, one must be able to locate and reproduce data for those counties cross-classified by age, sex, race, or median income, know whether these categories can be related to cross-county commuting or transfer payments.

"There is a great deal of difference between [a librarian] telling a researcher that the demographic data he or she seeks can be located in a set of census volumes, and informing a city manager that the relationship between age and median income for his or her county varies from the state average. . ."

In the past, this sort of task has been left to the few "experts" who somehow knew what questions had been asked in censuses or surveys, how results had been tabulated, and where or in what form the tabulations were available. Not even specialists in the Bureau of the Census have an adequate catalog of materials available in their areas. Cataloging has been a sadly neglected task, impossible without new technology and the librarian's training and commitment. The ICPSR's recent effort to create a variable name index to its data sets offers a glimmer of hope in this direction.

As Fayen puts it, librarians have traditionally offered directional services, guiding users to likely sources rather than providing direct answers or greatly narrowing a search. She sees the new librarian as a database manager, a person with numerical as well as literary skills, a person at ease with computers. Librarians have always possessed the necessary literary skills, and the computer has become relatively easy to master. To develop a sense for numerical data, however, requires additional training and skills—more mathematics and statistics and more training in the social sciences. Fayen calls upon librarians to take on these responsibilities, to learn how to pinpoint data, and to give timely, definite answers.

In doing so, we assume considerably more risk. There is a great deal of difference between telling a researcher that the demographic data he or she seeks can be located in a set of census volumes, and informing a city manager that the relationship between age and median income for his or her county varies from the state average by some specific figure. Nevertheless, as numeric databases become available in all types of libraries, users will expect such answers. Librarians must be prepared to give answers, not just sources, and to stand behind them. In so doing, they not only become specialists within the librarian framework, they also become the database managers whom "...corporations are willing to pay...enormous sums of money for having a personal stake in providing the best, most timely information, and for being right as often as possible."[8]

Enlarging the scope of the librarian will bring about enhanced appreciation for the profession's crucial role in all phases of intellectual endeavor. The mystique of the computer will further envelop the work of libraries, as it has already through library automation and online bibliographic databases. Prestige and salary will rise accordingly, and the library will be seen as a

(continued on p. 778)

Next deadline: All ads received by November 5 will appear in the December LEADS.

Career LEADS

american libraries classified ads

beverly goldberg, ed.

CONTENTS IN ORDER
Late job notices
LEADS guidelines
Positions wanted
Positions open
Consumer classies
Datebook calendar

LATE JOB NOTICES

For December issue, call 312-944-6780 x326 BEGINNING NOV. 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

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2 POSITIONS at Texas A&M Univ. Join faculty in exciting process of selecting a new automated syst. in ACRL lib. 1) ORIG. CATALOGER (search extended). Includes original cataloging & class. w/AACR2, LC class. & subject headings using OCLC. Prefer monographic exp. in acad. setting. Reqs. demonstrated abil. to handle details. Open immediately. 2) REF. LN. (humanities exp.). Provides comprehensive ref. svc., prepares bibliographies; assists in bibl. instruc.; serves as resource person in humanities. Reqs. 2 yrs.' acad. exp.; 2nd master's in humanities preferred. Open Jan. 1, 1987. For both positions: lns. at TAMU have faculty rank & status; salary negotiable based on qual.; minimum $19,000; w/2nd master's $20,000 for 10.5 mos. Closing date: Nov. 30. Send ltr. of appl., res., names & ph. nos. of 3 ref. to: Gloriana St. Clair, Acting Hd., Persnl. Operations, Sterling C. Evans Lib., Tex. A&M Univ., College Station TX 77843.

DIR., Northwestern Reg'l. Lib., Elkin, N.C. 4-co. reg'l. lib. syst. serving 135,000 through an admin. hdqtrs., 11 branches, & one bookmobile w/budgets totaling $1 million & 39 FTE seeks dir. w/exp. in budgeting, persnl., finance, & supvsn. Reqs. ALA-MLS, N.C. public ln. cert., & 5 yrs.' pub. lib. exp., at least 2 yrs. of which must have been in a resp. admin. capacity. Starting sal. scale: $27,952. Deadline for appl.: Dec. 22. Send ltr. of appl., res., & names, adds., & ph. nos. of 3 work-related ref. to: Michael King, Chair, Srch. Cmte., 218 N. Park Ave., Mount Airy NC 27030.

LATE JOB NOTICES CONTINUED ON PAGE 762.

PSSST! Job Seekers and Recruiters

Did you hear what's premiering Nov. 17, available on ALANET, and the latest word in job classifieds? Why, the GRAPEVINE (*AL*'s, that is).

That's right, Libraryland: Your very own national online database of job openings has arrived.

What GRAPEVINE Is

›*A short-entry job alert* that answers the basic questions: what the job is called, where it is, when to apply/report for work, whom to contact, and (of course) how much it pays.

›*A recruiter's dream:* Updated every Monday, GRAPEVINE's 52 issues/year will contain all listings received by 4:30 p.m. the preceding Friday. No limit on the number of ads.

›*A database* with limited Boolean search flexibility for cost-effective reading.

›*An online referral source* to other job listings: Besides providing see-also references within GRAPEVINE notices to the latest full-text equivalent in LEADS, the database also lists all noncommercial library job lines as well as other ALA job information services.

What GRAPEVINE Is Not

›*Not an evasion* of LEADS affirmative-action standards: All GRAPEVINE listings will disclose salary information.

›*Not a duplicate LEADS:* All GRAPEVINE ads will *not* automatically appear in LEADS. Employers can choose either to supplement their full-text LEADS listing with an advance, short-entry GRAPEVINE notice or to recruit in one service only.

›*Not a substitute* for *AL*'s *Career LEADS Express:* Advance print copies of next month's full-text LEADS ads will still be available.

›*Not expensive.* LEADS advertisers pay only $10 more for a supplementary GRAPEVINE notice. GRAPEVINE-only recruiters pay $25. Ads appear for 14 days, or until their application deadlines expire, whichever is longer.

VINE's the Word

Job seekers can get to the GRAPEVINE via ALANET by typing ›VINE at system level or from within the Units menu (ALANET4). If you're not already an ALANET subscriber, you can become one by contacting Rob Carlson, Deputy ALANET System Manager, at ALA.

Recruiters can get on the GRAPEVINE by contacting Beverly Goldberg, Career Services Editor, at *American Libraries.*

The word's out on the GRAPEVINE. Pass it on.

LATE JOB NOTICES CONTINUED FROM PAGE 761.

SERIALS LN., Calif. Inst. of Technology. Resp.: coordinating serials-related operations in tech. svcs. incl. serials check-in, cataloging, retro. cnvrsn., & binding. Reqs.: ALA-accr. MLS & 2 yrs.' serials cataloging exp. in acad. lib. w/a bibl. utility. Must have knowl. of current serials cataloging rules & practices, familiarity w/serials control & processes plus knowl. of serials automation trends. Abil. & skills in planning, communicating, & achieving results needed. Salary: low $20s. Apply: send res. to: Position #498, Senior Employment Rep., Caltech, Pasadena, CA 91125.

GENERAL CONSULTANT. Salary range $22,097-$27,891. Min. qual. incl. a grad. degree in lib. sci. or its equiv. from an ALA-accred. program & 2 yrs.' prof. pub. lib. exp. Req'd.: driver's license, access to a car, & willingness to travel within the region. Good communication skills are a necessity. Highly desirable is building exp. & successful grant writing. Pref.: lib. exp. in a community under 15,000 pop. & a willingness to try new things. The Northwest Reg'l. Lib. provides consultant svcs., ILL, ref., continuing ed., publications, & special programs to 110 pub. libs. & their 400,000 patrons in the region's 19-co. area. Position available Dec. 15. Appls. will be accepted until suitable candidate is found. Send res. & ref. to: John M. Houlahan, Northwest Reg'l. L., 705 6th St., Sioux City, IA 51105.

2 POSITIONS w/the Allen Co. Pub. Lib., a large proactive urban lib. serving 300,000 w/an annual 1986 budget of $6.4 million. 1) LN./ASST. DEPT. MANAGER (business & technology/gov't. doc'ts. dept.). ALA-MLS. Sal.: $18,853. 2) CATALOGER. Class. & copy cataloging of print & nonprint mat'ls. Orig. cataloging of work forms. ALA-MLS. Sal.: $17,696. Other qual. & exp. appropriate to work in very modern settings. Deep commitment to proactive lib. svcs. Excellent ben. Interviewing will proceed w/receipt of appls. Send ltr. of interest, res., & names of 3 work ref. to: Charlene P. Holly, Persnl. Mgr., Allen Co. Pub. Lib., POB 2270, Fort Wayne, IN 46801. EOE.

STAFF SPECIALIST III, SCHOOL LIB. MEDIA, Md. State Dept. of Ed. Position 039649, grade 17 ($28,199-$37,040); max. reached in 6 annual increments. Prof. work providing direction & guidance to local ed'l. agencies in dvpt. & improvement of school lib. media programs. Min. qual.: master's degree in lib. media ed.; min. of 5 yrs.' exp. managing & operating a school lib. media ctr. Applicants must complete the appl. for state employment, form MS 100, indicating appl. for position 039649. Appl. info. supporting applicants' qual. must clearly show they meet the advertised min. qual. All appls. will be acknowledged. The closing date for receipt of appls. is Nov. 27. Requests for appls. must be directed to: State Dept. of Ed., Organization & Persnl. Off., 200 W. Baltimore St., Baltimore MD 21201; 301-659-2038. The Md. State Dept. of Ed. is an equal-opportunity, affirmative-action employer without regard to race, sex, or age. Minorities, women, & handicapped individuals are encouraged to apply.

LIB./MEDIA SPECIALIST to coord. the Broome-Tioga Boces School Lib. System. School media specialist cert. & 3 yrs.' exp. as school ln. req'd. Salary range: $15,000-$22,000 depending on type of cert. & previous exp. Send resume to: Mr. Van Housen, Broome-Tioga Boces, Endwell Annex, 3301 Country Club Rd., Endwell, NY 13760.

ASST. LN. Performs variety of tasks incl. cataloging, retro. cnvrsn., evening ref. ALA-accred. MLS req'd. Exp. using OCLC, Bibliofile desirable. Salary range: $18,000-$22,000 for 12 mos. Send resume w/ltr. of appl. by Nov. 20 to: Bill Vice, Ashland Community Col., Univ. of Kentucky, 1400 College Dr., Ashland, KY 41101.

LIB. DIR., city of Winona, Minn. Graduation from ALA-accred. col. or univ. w/master's degree req'd. Admin. & supvsy. exp. req'd. Salary: $27,135-$32,142. Send res. to: Merit Board, City of Winona, 207 Lafayette St., Winona, MN 55987.

ASST. DIR. OF PUB. LIB. Supervises busy central lib. svcs. & has a varied range of administrative resp. Candidates need strong staff & public relations skills, & knowl. of automated systs. & volunteer coordination. MLS & progressively resp. exp. in pub. lib. management req'd. Salary range: $26,000-$33,500/yr. plus ben. Closing date: Nov. 15. Apply to: City of Salem Persnl. Dept., Rm. 225, 555 Liberty St. SE, Salem, OR 97301.

2 CATALOG POSITIONS. Creates full-standard records for monographs & serials. 1) CATALOG MAINT.: resp. for maintaining integrity & accuracy of catalog, shelflist, & authority files. 2) BINDING: some supervision for binding & processing. ALA-MLS. Knowl. of AACR2, RLIN, or similar utility. One yr.'s cataloging exp. & credits in ed. or behavioral sci. desirable. Benefits incl. BC-BS, major medical, dental plan, TIAA/CREF retirement plan, tuition exemption, 13 paid holidays, & 23 vacation days. Salary: $18,000-$19,500. Send res. & the names & adds. of 3 ref. to: The Lib. Dir., Box 69, The Milbank Mem'l. Lib., Teachers College, Columbia Univ., 525 W. 120th St., New York, NY 10027.

HD., REF., sought to help shape the svcs. needed by students & fac. in adv. technology curric. & research ctr. Reqs.: ALA-MLS; knowl. of current theory & practice of ref. lnshp.; skill in communicating orally & in writing, in analyzing problems, in generating creative solutions, in responsibly managing resources & working as team mem. Provides ldrshp. to 4 other lns., 3.5 FTE support staff + student assts. Sal. from mid-$20s. Appl. incl. ph. nos. of 3 ref. to: Jerome A. Lom, Asst. Dir., Galvin L., Ill. Inst. of Technol., Chicago IL 60616. Preliminary interviews at ALA Midwinter.

HD., BIBL. CONTROL UNIT. Under direction of hd., BibTech, manages cataloging, binding & processing units, creates full-standard records for monographs & serials in all formats. ALA-MLS, knowl. of AACR2, RLIN, or similar utility, min. 3 yrs.' exp. w/supvsn. in acad. setting. Credits in ed. or behavioral sci. desirable. Ben. incl. BC-BS, major medical, dental plan, TIAA/CREF retirement plan, tuition exemption, 13 paid holidays, & 23 vacation days. Sal. $24,000. Send res. & names & adds. of 3 ref. to: The Lib. Dir., Box 69, The Milbank Mem'l. Lib., Teachers College, Columbia Univ., 525 W. 120th St., New York, NY 10027.

DIR. (Srch. extended.) Southeastern Indiana ALSA. 17-county multitype lib. cooperative serving 82 member orgs. State & federal funded. Resp. for the planning, admin., & evaluation of all programs, incl. ILL, ref., staff dvpt., consultation, & group discounts. Qual.: ALA-MLS, 6 yrs.' prof. lib. exp., incl. 3 as an administrator; demonstrated abil. in planning, budgeting, & continuing ed.; & knowl. of resource sharing. Communication & motivational skills also important. Must own car & be able to travel. Starting sal.: $21,000. 20 days' vacation + ben. Appls. rec'd by Dec. 1 will be given first consideration. Send appl. ltr., res., & 3 current ltrs. of ref. to: Dennis Babbitt, Ch., SIALSA Srch. & Screen Cmte., Madison/Jefferson Co. Pub. Lib., 420 W. Main St., Madison, IN 47250. EO, AAE.

CATLGR., NONBOOK FORMATS. Prof. 9-mo., tenure-track position for AV, maps, software, microforms; assist w/implementing online lib. syst. Req'd: ALA-MLS, exp. cataloging min. of 2 nonbk. formats, knowl. of AACR2, LC class., LCSH, MARC, working exp. w/online lib. syst. Pref.: exp. w/additional nonbk. formats, expertise w/online lib. syst., 2nd master's. Sal.: $16,537 min. Deadline Nov. 30. Send appl. w/vita, transcripts, & 3 current ltrs. of ref. to: Janice H. Horn, Ch., Search Cmte., Carlson Lib., Clarion Univ. of Pa., Clarion, PA 16214. EOE.

3 MGMT. POSITIONS AVAIL. 3 challenging positions avail. at the Pub. Lib. of Columbus & Franklin Co. 1) MGR. OF GENERAL REF. Salary: $26,000. 2) MGR. OF MAGAZINES & NEWSPAPERS. Salary: $26,000. 3) ASST. BRANCH MGR./CHILDREN'S SVCS. Salary: $24,000. To receive consideration for any of the openings listed, successful candidates must have an MLS, 3 yrs. or more of progressively more resp. managerial exp., & demon. abil. to prepare administrative reports & select, evaluate, & train assigned staff. All salaries are negotiable w/excellent ben. Send res. & salary history to: Dir. of Persnl., Pub. Lib. of Columbus & Franklin Co., 28 S. Hamilton Rd., Columbus, OH 43213.

AUTOMATION SPECIALIST. Young expanding lib. automation vendor looking for person possessing solid oral & written communication skills, knowl. of lib. automation, MLS, functional exp. in libs., enthusiasm, & sense of humor, for mutually beneficial employment on a TANDEM-computer-based lib. system. Salary: $27,000+, depending on exp. Contact: B. Lufkin, Eyring Lib. Systs., 5280 S. 320 W., Suite E-260, Salt Lake City, UT 84107.

CHILDREN'S LN. Energetic, resourceful person wanted to join youth svcs. team at unusual medium-sized PL west of Boston. Oppty. for outreach to growing Hispanic & Asian communities, cataloging, ref., & programming for all ages. Minority candidates encouraged to apply. MLS req'd. Sal. range $18,200–$19,604 + merit steps to $24,908; starting sal. negotiable within range. Apply by Dec. 1 to: Elizabeth Watson, Fitchburg Youth L., 610 Main St., Fitchburg MA 01420.

EXTENSION SVCS. COORD. To improve svcs. to the 84,545 residents of Scioto Co., Portsmouth PL seeks appls. for a ln. to coord. & supervise svc. of its bookmobile & 3 br. libs. Abil. to work w/public & w/current staff essential. A challenging position requiring ALA-MLS. Excellent fringe ben. Sal.: $17,000–$24,000 negotiable. Deadline for appls. is Dec. 15. Send res. to: Charles T. Cook, Dir., Portsmouth Pub. Lib., 1220 Gallia St., Portsmouth, OH 45662.

ASST. LN. FOR PUB. SVCS. The Nogales/Santa Cruz Co. PL is looking for innovative, energetic MLS who wants the challenge of plng. & implementing pub. svcs. for rapidly growing syst. Emphasis on YA, children's svcs., & collec. dvpt. Location on U.S./Mexico border makes Spanish a necessity. Min. sal. $18,500 + fringes. Send res. & 3 ref. by Nov. 24 to: Persnl., City of Nogales, 1018 Grand Ave., Nogales, AZ 85621; 602-287-2911. EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

All line/display classifieds received by the 5th (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after closing can be stamped "filled" until the 20th; advertiser is billed for original ad.)

Late job notices are accepted by phone only, as space permits, **beginning on the 10th.**

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 312-545-2444; in Canada 800-545-2455).

Electronic Mail: Via ALANET: write c/o AL.LEADS or complete the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

Rates: Line-by-line: $5/line. ALA institutional members receive 20% discount ($4/line). Display (boxes, larger type, prominent format): $50/column inch. 20% off for ALA institutional members. Other rates: see *AL,* Oct., p. 684, or contact LEADS editor.

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form the rest of the year to make room for expanded Positions Open listings.

Complete Joblines in July/Aug. *AL,* page 529.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **ACRL,** 312-944-6795; **Ariz.,** 602-278-1327; **Br. Columbia,** 604-263-0014; **Calif.,** 916-443-1222 or 213-629-5627; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854; **S. Calif./SLA,** 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs.**/Ottawa Chap., 613-237-3688; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-727-9675; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 800-282-8696; **Drexel Univ.,** 215-895-1672; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Institutional Lib.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148; **Nev.,** see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y./SLA,** 212-214-4226; **N.C.,** 919-733-6410; **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **Pa.,** 717-234-4646; **PLA,** 312-664-5627; **PNLA,** 206-543-2890; **R.I.,** see Institutional Lib. Jobline; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Va.,** 703-370-7267; **Vet. Admin. Lib. Network,** 202-233-2820; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

POSITIONS WANTED

EXPERIENCED LIBRARIAN DESIRES POSITION. BA and MLS in library science plus 2 yrs.' technical service in a public library. If interested, contact: B. Derrick, POB 151, White Mills, PA 18473.

INTERIM DIRECTOR: Retired library director with 14 yrs.' experience interested in interim positions. Salary plus expenses. Contact: Helen Knievel, 239 Lake, San Francisco, CA 94118; 415-386-3931.

REFERENCE/ENTRY-LEVEL/ALA-MLS. BA Art/Art History; resume, references on request. Bill Schneider, 2219 Glendon Ave., Los Angeles, CA 90064.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions/collection development librarian. Instructor or Assistant Professor rank, tenure-track, available January 1987. Opportunity for a dynamic professional to head the acquisitions and collection development unit of a very active urban community college library. Duties: supervision of library materials purchasing, formulation and implementation of collection development plans, allocation of funds for collection purchases within individual disciplines, and some public service tasks. *QUALIFICATIONS:* for Instructor rank, ALA-accredited MLS degree required; for Assistant Professor rank, a 2nd master's degree or PhD required. Previous related acquisitions and collection development experience; familiarity with automated acquisition system and a major bibliographic utility such as UTLAS, OCLC; plus demonstrated supervisory skills, strong organizational and communication skills a must. Familiarity with microcomputers and database searching, knowledge of trends and issues in technical services, and some cataloging experience helpful. Rank and salary: $23,035–$37,125 commensurate with qualifications and experience. **Resume, salary history, and 3 references by Dec. 19** to: Ngozi Agbim, Chief Librarian, **LaGuardia Community College/CUNY, 31-10 Thomson Ave., Rm. 6, Long Island City, NY 11101.** EOE, AA employer.

Acquisitions librarian. Immediate opening. Accurate and efficient acquisition of monographs and standing orders. Coordinate development of the library's collection. Accurate and efficient fiscal reporting. Supervise one classified assistant. Report to library director. Interest in diverse activities and enthusiastic about working with faculty and students at a comprehensive undergraduate college. Library

Curator of Manuscripts

The administrative head of the manuscripts department in the special collections division of the Academic Affairs Library. The manuscripts department contains the Southern History Collection, the university archives, and general and literary manuscripts. It plans an expansion of its holdings in recorded sound, film, and other nonprint media in the immediate future. Curator is responsible for the general administration of these collections and their staff; solicitation of gifts and preparation of grant proposals; and interpretation of the department's program to administrators and the scholarly community. *REQUIRED:* doctorate in American history; knowledge of the South; formal archival training; supervisory experience in an archival operation; varied archival experience, including work with private papers and official records. Knowledge of North Carolina history; ALA-accredited MLS; involvement in the archival and historical professions desired. $35,000 minimum annual salary and standard state benefits. Possible adjunct appointment in Department of History available. **Application deadline: Jan. 1, 1987.** Send letter of application, resume, and names of 3 references to: **Susan S. Shenton, Library Personnel Officer, Davis Library 080A, University of North Carolina at Chapel Hill, Chapel Hill, NC 27514.**

An equal-opportunity, affirmative-action employer

Dean of Library Services

The University of New Mexico invites applications and nominations for the position of dean of library services. UNM, with an enrollment of 24,000 students, is New Mexico's largest university and is committed to serving the state's bilingual and multicultural population. The UNM General Library, which is the state's primary academic and research facility, is a member of the Association of Research Libraries and the AMIGOS Bibliographic Council and has a collection of over 1,250,000 volumes. The General Library consists of the main library and business, curriculum and fine arts branch libraries; a new science/engineering library is currently under construction. The staff consists of 40 librarians who hold faculty rank as well as over 100 FTE support staff and 200 student assistants.

The dean of library services reports to the vice president for academic affairs and is a member of the Council of Deans. The dean is responsible for the management of all aspects of the General Library's programs, resources, and services and represents the General Library at state, regional, and national levels. Candidates must have demonstrated expertise at the upper levels of academic library administration, as well as broad knowledge of computerized information technologies and demonstrated organizational, leadership, and interpersonal skills. The candidate must exhibit a commitment to academic excellence and have sufficient scholarly and professional achievements to merit appointment at senior faculty rank. It is assumed that the incumbent in this position will comply with the policies of the *Faculty Handbook* including research, publication, and service to the profession and the community. A minimum of an MLS from an ALA-accredited program is required and an additional graduate degree is desirable. Salary is negotiable from $60,000 minimum. **Nominations are desired by Nov. 21. Applications, including full vita and names, addresses, and phone numbers of at least 3 references, must be received by Dec. 5.** Nominations and applications should be sent to: **Ernest Rose, Chair, Dean of Library Services Search Committee, c/o Personnel Office, General Libraries, University of New Mexico, Albuquerque, NM 87131.**

UNM is an equal-opportunity, affirmative-action employer.

is affiliated with OCLC-SOLINET; VTLS for integrated online system; retro and reclass underway. Collection 300,000+. Qualifications: ALA-accredited MLS. Prefer experience in acquisitions and with automated systems. Salary dependent on qualifications and experience; $25,000 minimum. Full-time, 12-mo. contract, administrative faculty, state retirement plan or TIAA/CREF options, state employees' Blue Cross–Blue Shield. **Letter of application, resume, names, addresses, phone numbers of 3 professional references by Nov. 28** to: LeRoy Strohl, Library Director, **Mary Washington College, 1301 College Ave., Fredericksburg, VA 22401-5358.**

Assistant director for public services, 12-mo., nontenure-track, faculty appointment in private, selective, liberal arts institution. Salary: $22,000+. ALA master's, 2nd master's or earned doctorate, at least 5 yrs.' professional library experience with at least 3 in public services. **For full job description and application process write or call before Dec. 1:** Dorothy Burns, Administrative Secretary, **Furman University Library, Greenville, SC 29613; 803-294-2191.** An equal-opportunity, affirmative-action employer.

Assistant head, monographic unit, Hamilton Library, University of Hawaii. Full-time, tenure-track, to begin February 1987. *DUTIES:* under the supervision of the head of the monographic unit, directly responsible for managing copy cataloging. Assists as necessary with the acquisition of monographic materials, including the acquisition of the correct bibliographic record at point of order of material. Participates in the planning, development, and implementation of new procedures which are productive, cost-effective, and responsive to needs of other library units and library users. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS, one yr.'s graduate work in addition to MLS, at least 3 yrs.' post-MLS professional cataloging experience with demonstration of increasing responsibilities; practical and theoretical knowledge of AACR and AACR2, MARC formats, LC classification and subject headings; previous experience with a bibliographic utility; demonstrated supervisory ability. *DESIRABLE:* library acquisition experience, ability to communicate clearly and effectively both orally and in writing, ability to work independently and in a production-oriented team setting, strong interpersonal skills. The University of Hawaii, Manoa Library, is an alpha site for a new integrated automated library system. It is a member of ARL, a participant in OCLC, UTLAS, and an associate member of RLIN. The library has a staff of 164.5 FTE and a collection of 2 million volumes. Salary range at rank of Assistant Specialist is $26,592–$39,360. Appointment will be made between $26,592 and $31,092. **Closing date: Dec. 15.** Send resume and names of 3 references to: **Personnel Office, Hamilton Library, University of Hawaii at Manoa, 2550 The Mall, Honolulu, HI 96822; 808-948-7207.** AA, EOE.

Assistant librarian, Graceland College. Major responsibilities: supervision of reference services and cataloging operations. Requirements: ALA-accredited MLS degree, knowledge of LC classification and AACR2. Experience with OCLC desirable. $17,000–$19,000 for 12-mo. appointment. **Send letter of application, resume, and credentials including letters of recommendation by Nov. 20** to: Diane Shelton, Director, **Frederick Madison Smith Library, Graceland College, Lamoni, IA 50140.**

Assistant librarian, special collections and university archives department (full-time, 12-mo., tenure-track position). Salary range $25,308–$30,432, plus authorized salary increase for 1986/87. Reports to head of department. Responsible for department reference services; coordinates technical processing of rare books and archival collections; identifies and appraises wide variety of materials for university archives; delivers presentations to classes and off-campus organizations; compiles bibliographies and instructional guides to department holdings. Requires ALA-accredited MLS degree. Some professional experience in an academic library preferred. Knowledge of and demonstrated ability with rare books and book trade, manuscripts, historical materials, photographs, architectural drawings, and archival preservation techniques. Demonstrated ability in communications, including report writing and teaching or public speaking. Familiarity with AMC-MARC records on OCLC, database programs on microcomputers, CLSI, and state and local history preferred. A master's degree in a subject field is required for tenure or promotion beyond Senior Assistant Librarian. Librarians have full faculty status, a 10-mo. option, and eligibility for sabbaticals. **Deadline is Dec. 15.** Position available Jan. 15, 1987. Letter of application, current resume, and 3 letters of reference should be sent to: Charles R. Beymer, Interim Library Director, **Robert E. Kennedy Library, California Polytechnic State University, San Luis Obispo, CA 93407.** California Polytechnic State University is an affirmative-action, equal-opportunity employer.

Assistant to the director. Northern Illinois University Libraries, DeKalb, Ill., is seeking a qualified individual to fill a 12-mo., tenure-track position at the rank of Assistant Professor or above, depending on qualifications, as assistant to the director. *RESPONSIBILITIES:* under the direction of the director of libraries, this position assists the libraries' senior administrative group with management functions such as staff development, orientation, and training; affirmative action; human resources management; communications; data gathering and analysis; grant proposal development; and report preparation. The person participates in library policy development and serves as an ex-officio, nonvoting member of the Library Senate, the administrative policy committee of the libraries. *QUALIFICATIONS:* MLS from an ALA-accredited library school and a 2nd master's degree or 30 hrs. beyond the MLS required for an appointment at the rank of Assistant Professor. Applicants should have a strong commitment to effective administration in the context of a publicly funded academic research library and an interest in the broad range of activities requisite for faculty advancement. Preference will be given to applicants with experience in an academic library. *SALARY AND BENEFITS:* $18,000 entry-level based on a 12-mo. contract; Illinois retirement system; 24 days' vacation; faculty status and rank. ***APPLICATIONS:* applications received by Dec. 1 will receive first consideration,** but applications will continue to be accepted until the position is filled. Send application letter with: 1) complete statement of qualifications; 2) resume of education and relevant experience; and 3) the names, addresses, and telephone numbers of at least 3 references. Letters should be addressed to: Gordon S. Rowley, Associate Director for Research Services, **Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

Associate dean for computer and technical services, Kansas State University Libraries. Reports to dean of libraries. Duties include: administer and provide leadership for the computer and technical services division; supervise line/automated operations for current cataloging, acquisitions, serials, binding, and circulation; lead planning for specification, selection, and implementation of second-generation, integrated online system; continue development of preservation and microcomputer applications throughout library; participate in the library's administrative processes, including the dean's Administrative Council and Library Planning Committee; contribute to short- and long-range planning, policy, and goal formulation. Total staff reporting to the associate dean: 45 FTE faculty and classified staff; 50 FTE student assistants. *QUALIFICATIONS:* ALA-accredited degree; demonstrated competence in progressively responsible technical services/automation positions; knowledge of and experience with library automated systems; excellent communication, supervisory, and leadership skills with potential for leadership in state and national organizations. Salary: $38,000 minimum for 12-mo. appointment at the rank of Associate Professor. A higher salary can be negotiated, depending upon qualifications and experience. Librarians at Kansas State University are eligible for tenure, sabbatical leaves, and other research support. Benefits include: vacation of 22 working days; sick leave; choice of retirement and medical plans. Kansas State University, founded in 1863 and one of the nation's oldest land-grant universities, is located in Manhattan, a community of 45,000 in the scenic Flint Hills of northeastern Kansas. The university has 1,500 full-time faculty and an enrollment of over 18,000. KSU Libraries contain over one million cataloged volumes; have a materials budget in excess of $1.9 million, and add 50,000 volumes a year. Position available Jan. 18, 1987. **Applications received by Dec. 15 will receive first consideration.** Send letter of application, resume, names, addresses, and phone numbers of 3 professional references to: Ann Scott, Assistant Director for Administrative Services, **Kansas State University Libraries, Manhattan, KS 66506.** An equal-opportunity, affirmative-action employer.

Associate Librarian II/reference librarian. (Search reopened.) Provides assistance in locating information or information sources; offers instruction in the use of library resources; selects library materials and carries out other collection management functions in agriculture and related life sciences fields; searches machine-readable databases; maintains liaison with faculty. *QUALIFICATIONS required:* MLS from ALA-accredited program. One yr.'s professional library experience; demonstrated ability in effective oral and written communication; reference experience; strong public service orientation; and demonstrated familiarity with the literature in agriculture and life sciences. *PREFERRED:* experience in selecting library materials and analyzing library collections in the areas of agriculture and life sciences; exposure to online database searching; experience in teaching or library instruction. Salary: $21,428 minimum; excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Nov. 28** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Authority control librarian. Permanent, 12-mo., full-time, $22,000+. Level of appointment is Assistant Professor. Responsible to the head, bibliographic database management department. Master's degree from ALA-accredited program required. *DUTIES:* responsible for maintaining authority records, coordinating revision of cataloging for the online system, and participating in implementation process of online catalog and planning for future automation needs. Responsible for editing and authority work connected with retrospective conversion of serial records. Supervises 5.5 FTE in catalog records and file maintenance sections. *QUALIFICATIONS:* recent experience in cataloging of monographs and serials. Must have knowledge and experience with OCLC or RLIN and in-depth knowledge of AACR2. Demonstrated supervisory experience preferred. Knowledge of at least one modern European language, preferably Spanish, desirable. Must be able to meet university requirements for promotion and tenure, including research, publication, and service. ***APPLICATIONS:* submit resume (including names and addresses of 3 references) by Dec. 1** to: Claudia Dean, **General Library Personnel Office, University of New Mexico, Albuquerque, NM 87131.** Recruitment will remain open until position is filled. AA, EOE.

Business/economics librarian. Northern Illinois University Libraries, DeKalb, Ill., is seeking a qualified individual to fill a 12-mo., tenure-track position at the rank of Assistant Professor or above, depending on qualifications, as a business/economics librarian. *RESPONSIBILITIES:* under the direction of the head of the social sciences and business department, this position is responsible for assisting with collection development and maintenance in assigned areas/formats and for participation in the full range of departmental activities including reference service at the business and social sciences service desk on a scheduled basis with some weekend and evening hours, providing bibliographic instruction to library users in both classroom and small group settings, and faculty liaison to academic departments. *QUALIFICATIONS:* MLS from an ALA-accredited library school and a 2nd master's degree or 30 hrs. beyond the MLS (preferably in business or economics) required for an appointment at the rank of Assistant Professor. Applicants should have a strong commitment to collection development and effective public service, and an interest in the broad range of activities requisite for faculty advancement. Experience in collection development and library services oriented toward the social science/business community desired, and preference will be given to applicants with experience in an academic library. *SALARY AND BENEFITS:* $20,000 minimum based on a 12-mo. contract; Illinois retirement system; 24 days' vacation; faculty status and rank. ***APPLICATIONS:* applications received by Dec. 1 will be given first consideration,** but applications will continue to be accepted until the position is filled. Send application letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) the names, addresses, and telephone numbers of at least 3 references. Letter should be addressed and sent to: Gordon S. Rowley, Associate Director for Research Services, **Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

Cataloging librarian. Available Dec. 18; a full-time, 12-mo., tenure-track appointment. Performs original and copy cataloging and LC classification of monographic materials in the humanities and social sciences. Participates in the professional activities of the cataloging department. Department staff totals 37 FTE including 11 professional librarians. A fully automated record management system and integrated authority system are utilized. Requires ALA-accredited MLS, strong reading knowledge of German or Spanish, cataloging experience with AACR2 or recent library school training in cataloging, experience or training in cataloging applications of library automation, and ability to work effectively with a large staff. Prefer degree or strong coursework in history or social science, reading knowledge of one other Western European language, successful cataloging experience in a research library including use of LC subject headings and LC classification. Salary: $18,000–$22,000 dependent upon qualifications. Excellent benefits. **Applications must be postmarked by Nov. 28.** To apply, submit letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, Assistant to the Dean, **University of Kansas Libraries, Lawrence, KS 66045-2800.** Minorities are encouraged to apply. An EEO, AA employer.

Cataloging librarian. Position reopened. Cataloging librarian sought by Northern Montana College. *QUALIFICATIONS required:* ALA-accredited MLS degree, competence in original cataloging, reference, library-use instruction, and online experience with Western Library Network systems. 12-mo. appointment, Librarian II, grade 13, step 1; starting salary $18,159, 6-month increase to $19,625. Applications accepted until the position fills. **Screening begins Dec. 15.** Send resume, letter of interest, and the names of 3 references to: Jerry Wayne Brown, Vice President for Academic Affairs, **Northern Montana College, Havre, MT 59501.** AA, EOE.

University Libraries

The University of Texas at Arlington

Assistant Director for Public Services

Available Jan. 5, 1987. *REQUIRED QUALIFICATIONS:* MLS degree from an ALA-approved program; additional graduate degree in subject discipline or the equivalent combination of education and public service experience in academic libraries and a demonstrated knowledge of current information retrieval techniques for public services is necessary.

Candidates should demonstrate a record of continued professional growth by participation in professional associations, research, publication, and/or continuing education. A knowledge of computer technology applicable to library operations is desirable. A minimum of 5 yrs.' total experience in an academic research library is required, with a minimum of 2 yrs.' progressively responsible experience in the administration of a public services unit. Employment is full time, 40 hours per week minimum.

SALARY: $30,000 minimum, dependent upon qualifications and experience. Benefits include state contribution to health insurance premiums, payment of 88% of Social Security premiums for the first $16,500 of annual salary for a total of $965, and 8.5% of annual salary contributed by the state for optional retirement programs. *LOCATION:* the University of Texas at Arlington is located in the Dallas/Fort Worth metroplex, has a current enrollment of approximately 23,000, and offers 97 degrees, 8 at the PhD level. The University Libraries presently have approximately 1,076,500 items in the collections and a staff of 100.

Applications should include a letter and resume, and the names and addresses of 3 professional references. **Consideration will begin Dec. 1.** Applications should be sent to: **Charles B. Harrell, Associate Director of Libraries, The University of Texas at Arlington, POB 19497, Arlington, TX 76019.**

The University of Texas at Arlington is an equal-opportunity, affirmative-action employer.

Director of the University Library
University of Wisconsin–Stevens Point

The University of Wisconsin–Stevens Point invites applications and nominations for the position of director of the library of the University of Wisconsin–Stevens Point. This is a faculty, tenure-track appointment. The University of Wisconsin–Stevens Point is one of 13 degree-granting campuses in the University of Wisconsin system. The university is located in central Wisconsin, 110 miles north of Madison. Currently there are approximately 9,500 students and 550 faculty and academic staff members.

RESPONSIBILITIES: the director of the university library reports to the dean of academic support programs and is responsible for all aspects of the operation of the library with a collection exceeding 300,000 volumes, a select government depository of 500,000, and a staff of 35, including 18 faculty.

QUALIFICATIONS: MLS from an ALA-accredited institution; 2nd master's or specialist degree is required for tenure as a faculty member, doctorate desirable; successful administrative experience in an academic library, including budgeting, planning, and personnel management; a commitment to shared governance; a service orientation; and sound knowledge of all aspects of academic library operations, especially a sensitivity to the changing role of the university library in light of automation.

STARTING DATE: July 1, 1987.

SALARY: $35,000 minimum; salary and rank dependent on qualifications and experience.

APPLICATION DEADLINE: **the Search and Screen Committee will begin reviewing applications on Dec. 15** and will continue to do so until the position is filled. Please send letter of application and resume.

APPLY TO: **Linette Schuler, Chair, University Library Director Search and Screen Committee, University Library, Learning Resources Center, 900 Reserve St., University of Wisconsin–Stevens Point, Stevens Point, WI 54481; 715-346-4200.**

The University of Wisconsin is an equal-opportunity, affirmative-action employer.

Chemistry librarian, University of Illinois Library at Urbana-Champaign. Librarian is responsible for administration of Chemistry Library and for direction of its staff. With materials budget of approx. $218,000, librarian develops research collections in chemistry, biochemistry, and chemical engineering, and assures that reference, online searching, original cataloging, and other services are provided to meet library needs of faculty, students, and allied personnel in areas served. Librarian maintains strong working relationship with the School of Chemical Sciences faculty, the library administration, members of the Physical Sciences and Engineering Council, and other related units. *REQUIRED QUALIFICATIONS:* MLS from ALA school, or equivalent. Minimum of 3 yrs.' professional academic, research, or special library service. Public service experience. Supervisory and administrative experience. Familiarity with literature of chemical sciences. Understanding of needs of researchers and ability to provide service to diverse research-oriented clientele. Evidence of ability to meet university standards of research, publication, and service. *PREFERRED QUALIFICATIONS:* experience in collection development, online searching, or bibliographic instruction. *DESIRED QUALIFICATIONS:* coursework in chemical sciences. Salary $25,000 upward for appointment as Assistant Professor, $28,000 upward for appointment as Associate Professor, depending on qualifications and scholarly credentials. **For maximum consideration, applications and nominations should be received no later than Dec. 15.** Send letter of application with complete resume, and the names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Curriculum center librarian. Coordinates the daily library operation of the Instructional Materials Center (IMC). The IMC houses print, nonprint, and microcomputer materials; it contains both K–12 curriculum materials and the university library's children's and young adults' literature collection. The IMC serves a varied clientele of on- and off-campus users. The IMC librarian's responsibilities include cataloging, technical processing, automated circulation, reference service, collection development, bibliographic instruction, and training and supervision of student assistants; the position may include some teaching. This person works closely with the education bibliographer of the university library. Required: ALA-accredited master's degree and substantial experience working with K–12 materials in either a library or classroom setting. Preferred: knowledge of K–12 microcomputing resources, children's literature, and media production; teaching experience; and a 2nd advanced degree in a relevant discipline. 12-mo., tenure-track, faculty appointment. Target level: Instructor $20,778 minimum, or Assistant Professor $23,222 minimum; salary and rank according to academic credentials. Research and publication expected for tenure and promotion. **Applications received prior to Dec. 1 will be given first priority.** Send resume and names and addresses of 3 current references to: Selection Committee, **208 Park Library, Central Michigan University, Mt. Pleasant, MI 48859.** CMU is an affirmative-action and equal-opportunity institution.

Education and social sciences librarian, University of Illinois Library at Urbana-Champaign. Librarian is responsible for administration of Education and Social Sciences Library and direction of its staff. With materials budget of $167,800, librarian ensures that research-quality collections are maintained in anthropology, instructional materials, political science, psychology, social work, sociology, and speech and hearing science. Librarian assures that reference, original cataloging, and online services are provided to meet library needs of faculty, students, and allied personnel in areas served. Librarian maintains strong working relationship with faculty of the college and departments served, with library administration, Social Sciences Council, and other related units, and engages in instructional and promotional activities of the library. *REQUIRED QUALIFICATIONS:* MLS from ALA school or equivalent; minimum of 3 yrs.' professional experience of increasing responsibility in an academic, research, or special library, including successful and innovative experience in public services and supervisory and administrative experience. Must be familiar with literatures and with needs of researchers in fields served, as demonstrated by academic background or professional work experience, and ability to provide service to diverse research-oriented clientele; evidence of ability to meet university standards of research, publication, and service. *PREFERRED QUALIFICATIONS:* experience in collection development, cataloging, bibliographic instruction, or database searching. *DESIRED QUALIFICATIONS:* advanced degree in subject-related field. Salary $28,000 upward for appointment as Associate Professor or above, depending on qualifications and scholarly credentials. **For maximum consideration, applications and nominations should be received no later than Nov. 28.** Send letter of application with complete resume, 2 publications, and names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **University of Illinois Library at Urbana-Champaign, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Fine arts bibliographer and reference librarian, Avery Architectural and Fine Arts Library. Search reopened. Primary responsibility for the continued development of a strong research collection in painting, sculpture, the graphic arts, archaeology, and art history. Duties include overseeing of all library activities in the above subject fields, such as acquisitions, in-depth reference, bibliographic instruction, preservation, and liaison with faculty and students of the Department of Art History and Archaeology. Also selects and indexes articles in art historical and archaeology journals for the *Avery Index to Architectural Literature. QUALIFICATIONS:* in addition to an accredited MLS, requirements are a minimum of 3 yrs.' professional experience; a strong background in art history, advanced degree preferred; evidence of professional creativity and initiative; the ability to work effectively with faculty and students; and a working knowledge of one Germanic and one Romance language. Knowledge of French, German, and Italian is most desirable. Excellent benefits include tuition exemption for self and family, and assistance with university housing. Salary range: Librarian II $24,000–$32,400. **Deadline for applications is Dec. 1.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

General editor, *The Avery Index to Architectural Periodicals. The Avery Index,* an operating program of the Getty art history information program at Columbia University's Avery Architectural and Fine Arts Library, is seeking a general editor. Responsibilities include developing and implementing policies for the index within the context of RLIN and the art history information program of the J. Paul Getty Trust; planning and implementing change in an evolving technological environment; budgetary recommendations and control; and the supervision of 6 professionals and 3 support staff members. *QUALIFICATIONS:* an accredited MLS; administrative experience; knowledge of indexing, cataloging, and automated systems; knowledge of the field of architecture and architectural history; and working knowledge of one or more European languages. Excellent benefits include tuition exemption for self and family and assistance with university housing. Salary ranges: Librarian I, $23,500–$30,550; Librarian II, $25,500–$34,425. **Deadline for applications is Dec. 1.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

General reference librarian. Northern Illinois University Libraries, DeKalb, Ill., is seeking a qualified individual to fill a 12-mo., tenure-track position at the rank of Assistant Professor or above, depending on qualifications, as a general reference librarian. *RESPONSIBILITIES:* under the direction of the head of the general reference department, participates in the full range of departmental activities including reference service on a scheduled

basis with some weekend and evening hours, online database searches, and library instruction in both formal and informal settings. Applicants should have a strong commitment to public-service-oriented librarianship. *QUALIFICATIONS:* MLS from an ALA-accredited library school and a 2nd master's degree or 30 hrs. beyond the MLS required for an appointment at the rank of Assistant Professor. Demonstrated ability to communicate effectively. Basic knowledge of online database searching. Strong interest in providing library instruction services. *SALARY AND BENEFITS:* $18,000 entry-level for a 12-mo. contract; Illinois retirement system; faculty status and rank. ***APPLICATIONS:*** **applications received by Dec. 1 will be given first consideration,** but applications will continue to be accepted until the position is filled. Send a cover letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) at least 3 names, addresses, and telephone numbers of references. Letter should be addressed and sent to: Elizabeth A. Titus, Assistant Director for Pub. Svcs., **414 Founders Memorial Lib., Northern Illinois Univ., DeKalb, IL 60115.**

Government publications librarian. Northern Illinois University Libraries, DeKalb, Ill., is seeking a qualified individual to fill a 12-mo., tenure-track position at the rank of Assistant Professor or above, depending on qualifications, as a government publications librarian. *RESPONSIBILITIES:* under the direction of the head of the government publications department, this position is responsible for the collection development and bibliographic control of the international documents collections. Also participates in the full range of departmental activities including reference service on a scheduled basis with some weekend and evening hrs., departmental policy and procedures development, staff supervision, and library instruction. Applicants should have a strong commitment to public-service-oriented librarianship. *QUALIFICATIONS:* MLS from an ALA-accredited library school and a 2nd master's degree or 30 hrs. beyond the MLS required for an appointment at the rank of Assistant Professor. Demonstrated ability to communicate effectively. Experience in working with international documents is desirable. Preference will be given to applicants having at least 2 yrs.' professional library experience in an academic library. *SALARY AND BENEFITS:* $18,000 minimum for a 12-mo. contract; Illinois retirement system; faculty status and rank. ***APPLICATIONS:*** **applications received by Dec. 1 will be given first consideration,** but applications will continue to be accepted until the position is filled. Send a cover letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) at least 3 names, addresses, and telephone numbers of references. Letter should be addressed and sent to: Elizabeth A. Titus, Assistant Director for Public Services, **414 Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

Head of lending services, Fondren Library, SMU. Plans, supervises, and schedules activities of circulation, reserve, interlibrary loan in library serving humanities, social sciences, business. Combined staff of 6 support staff and 40 student assistants. Library is member of OCLC, AMIGOS, regional consortium. Campuswide retrospective conversion underway. Librarian will actively participate in planning and implementing circulation/reserve components of proposed online system and will staff reference desk 6–10 hours per week. ALA-accredited MLS required. Subject master's desirable. Experience in academic or research library; proven supervisory, organizational, and managerial abilities. Strong communication and personnel management skills required. Salary minimum: $19,300. Position available Jan. 12, 1987; will remain open until filled. **Application review begins Dec. 1.** To apply, send letter, resume, names of 3 references to: Linda Sellers, Central University Libraries Assistant Director, **204 Fondren Library, Southern Methodist University, Dallas, TX 75275.** AA, EOE.

University of West Florida

Director of Libraries

The University of West Florida is seeking a director of libraries to assume office by summer 1987. Applicants should possess the following qualifications: MLS degree from an ALA-accredited program, additional advanced degree preferred; evidence of a continuing commitment to scholarly and professional development; substantial administrative experience with program development, personnel management, and fiscal planning in an academic or research library; experience in planning facility expansion and community outreach programs. The minimum salary for the director of libraries will be $47,500.

The director of libraries is responsible for the maintenance and development of library collections; for direction of librarians and support staff; for service to library patrons; for support of faculty, staff, and student research efforts; and for library automation efforts. The University of West Florida is part of the state university system. The main university library collection is in excess of 500,000 volumes, 700,000 microform pieces, and more than 3,800 periodical subscriptions.

The director of libraries reports to the vice president for academic affairs. **Send resume, letter of application, and names and addresses of 3 references by Dec. 22** to:

O. Ronald Gray, Chair
Search for the Director of Libraries
Office of the Vice President for Academic Affairs
University of West Florida
11000 University Parkway
Pensacola, FL 32514-5750

The search process is subject to provisions of Florida laws relative to open meetings and public records and to Board of Regents' policies promoting equal-employment opportunity.

Head, reference department, division of humanities and history, Columbia University Libraries. The Butler reference department, which includes 6 professional reference librarians and several support staff, offers reference services and a variety of instructional programs to all types of readers in the academic community. Readers come primarily from the humanities departments, although there is an increasing number with interdisciplinary needs. The department houses the main reference collection at Columbia, as well as the university's union card catalog. The head of Butler reference is responsible for supervising and administering the activities of the humanities and history reference department, as well as having principal responsibility for building and maintaining one of the nation's preeminent reference collections. The head will direct and coordinate the department's services, including general and in-depth reference work, database searching, and a number of instructional programs, while serving as the department's representative for systemwide issues and as the chief departmental liaison to the humanities and history faculty. He/she must evidence vision in training and managing the staff and programs, while maintaining the highest degree of excellence in a department where tradition is highly valued and innovation equally pursued. An understanding of technology and its implications in the context of reference services is essential. *QUALIFICATIONS:* an MLS or its equivalent; a minimum of 5 yrs.' reference/instruction services experience; broad subject background in humanities and history; firm grasp of bibliographic tools and techniques; an understanding of research strategies in humanistic scholarship; working knowledge of at least 2 major European languages; excellent verbal, written, and editorial skills; and superb interpersonal skills. Advanced subject degree and evidence of scholarly interest, and title-page knowledge of a wide range of foreign languages are highly desirable. Excellent benefits including free tuition for self and family, and assistance with university housing. Salary range: Librarian II, $29,500–$39,825; Librarian III, $32,500–$47,125. **Deadline for applications is Dec. 1.** Submit resume and the names of 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Indexer/reference librarian, *The Avery Index to Architectural Periodicals. The Avery Index to Architectural Periodicals,* an operating program of the Getty art history information program at Columbia University's Avery Architectural and Fine Arts Library, is seeking an indexer/reference librarian. The indexer/reference librarian will spend approximately one-half to three-quarters of his/her time indexing articles to be entered in *The Avery Index to Architectural Periodicals* and the remaining time will be spent in assisting readers with searches of the database. *QUALIFICATIONS:* an accredited MLS, experience in indexing, cataloging, and/or database searching; and working knowledge of one or more European languages. Knowledge of the field of architecture and architectural history is highly desirable. Excellent benefits include tuition exemption for self and family and assistance with university housing. Salary ranges: Librarian I, $22,000–$28,600; Librarian II, $24,000–$32,400. **Deadline for applications is Dec. 1.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Librarian systems analyst, Columbia University Libraries. This position reports to the asst. univ. librarian for systems and plays a leadership role in framing and carrying out analytic studies by which computer-based systems are planned, implemented, and evaluated. The position also provides technical support with respect to the Research Libraries Information Network (RLIN), personal computers, database searching services, and other areas. *QUALIFICATIONS:* a minimum of 3 yrs.' professional library experience; demonstrated proficiency with library automation systems, personal computers, organizational systems analysis, and workflows and policies in large research libraries. Facility with RLIN is desirable. Excellent benefits including free tuition for self and family, and assistance with university housing. Salary range: Librarian II, $25,500–$34,425; Librarian III, $28,500–$41,325. **Deadline for applications is Dec. 1.** Submit resume and the names of 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Associate Dean of Libraries (Access Services)

Responsible for coordinated management of the access services division of the University of Alabama Libraries, which incorporates the departments of circulation (including reserve and periodicals), monographs (both the cataloging and acquisitions functions), serials (both the cataloging and acquisitions functions), systems development, and microcomputer services. Participates in the general administration of the libraries and is responsible for representing the libraries in the absence of the dean.

The University of Alabama holds memberships in the Association of Research Libraries, SOLINET, and the Network of Alabama Academic Libraries, and is the largest library in the state. The libraries are implementing the VTLS system, and completion of the database load will take place this year.

An MLS from a program accredited by ALA is required. A 2nd graduate degree is desirable. Other qualifications required are: successful, relevant middle-management experience in a large library; experience with an automated library system; ability to communicate effectively; a record of professional involvement or scholarly achievement.

Salary/rank/benefits: permanent, 12-mo., full-time position, tenure-track, faculty equivalency. Salary and rank dependent upon nature and extent of experience: Associate Professor minimum salary $36,000, Professor minimum salary $39,000. 22 days' vacation, sick leave, Blue Cross–Blue Shield, state and TIAA/CREF retirement plans. ***Application procedure:*** **send letter of application, resume, and names of 3 references by the application deadline Dec. 12** to: **Charles B. Osburn, Dean of Libraries, University of Alabama, POB S, Tuscaloosa, AL 35487-9784.**

The University of Alabama is an equal-opportunity, affirmative-action employer.

Library director, Houghton (N.Y.) College. Christian liberal arts college with 1,110 enrollment, 165,000 volumes, 500 periodicals, and OCLC and Virginia Tech Library System automated systems. *REQUIRED:* understanding of and commitment to evangelical Christian liberal arts education, minimum 5 yrs.' collegiate professional library experience (administrative, cataloging, and collection development experience preferred). *RESPONSIBILITIES:* overall responsibility for library planning and management; supervise staff of 5 professionals and 7 clericals and direct the continuing development of the collection and automated services. 12-mo. position available July 1, 1987. Salary range: $26,000–$34,000. **Send resume, transcripts, 3 current professional references, and brief statement of the role of the library in Christian higher education by Dec. 31** to: James Barnes, Dean of the College, **Houghton College, Houghton, NY 14744.**

Manager, automated cataloging. (Search reopened.) Manages program of 8 FTE support staff responsible for preorder searching and verification, copy cataloging, OCLC input, and all departmental OCLC-related activities. Requires master's degree from an ALA-accredited library school, minimum of 2 yrs.' professional cataloging experience, knowledge of MARC formats, LCSH, LC classification, AACR2, and automated cataloging systems. Supervisory experience preferred. Excellent oral and written communication skills and ability to interact effectively with all levels of staff essential. Salary in lower $20s, depending on qualifications and experience. Excellent benefits package; choice of retirement programs; no state or local income tax. The University of Houston Libraries' holdings exceed 1.4 million volumes, with a current materials budget of $2.6 million. Total staff exceeds 250. The library is a member of ARL. **Applications will be accepted until Jan. 31, 1987,** or until position is filled. Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Preliminary interviews at ALA Midwinter may be arranged. Equal-opportunity employer.

Media librarian, Georgia State University. New position to develop, organize, and supervise the operations and collections of a new media center. Media center will house audio and video stations and slide/tape stations; collection will include videocassettes, audiodiscs, audiocassettes, and slides. Tenure-track position with faculty rank and status. Position based in the special collections department and the catalog department. *RESPONSIBILITIES INCLUDE:* selecting materials and developing the media collection in close cooperation with the collection development department and with university faculty and students; supervising a service desk for media; providing assistance to media users; advising acquisitions regarding publishers and sources; cataloging and classification of media for inclusion in the library's online catalog; supervising support staff and student assistants; overseeing maintenance of equipment; and planning for future development of the media center. *QUALIFICATIONS:* a master's degree from an ALA-accredited library school is preferred, but master's degree in educational media, media technology, or other appropriate equivalents will be considered. Significant experience in media center operations and equipment is essential. Supervisory experience and knowledge of the media trade are necessary. Knowledge of and experience with AACR2, OCLC, and LC classification and subject headings is preferred. Commitment to public service, good communication skills, and the ability to work well with colleagues, faculty, and students are essential. Professional and research activities are important. Salary: minimum $20,000 for 12 months. Available January 1987. **Applications received by Nov. 30 will receive first consideration.** Submit letter of application, resume, and names, addresses, and phone numbers of 3 references to: Dianne M. Smith, Assistant to the Librarian, **William Russell Pullen Library, Georgia State University, 100 Decatur St. SE, Atlanta, GA 30303-3081.** An equal-opportunity and affirmative-action employer (73690).

Media services librarian. St. Mary's is a publicly supported liberal arts college (1,300 FTE students). It is located in beautiful Tidewater country, on the water, 75 miles southeast of Washington, D.C. *DUTIES:* provides media services for academic community, including equipment selection and service and media collection development; will assist in planning and equipping new media center in our renovated and expanded building, due for completion June 1989. Note: the emphasis in this position is on service, not "the romance of electronics." Supervises full-time technical assistant, several students. *QUALIFICATIONS:* MLS from ALA-accredited library school, with some specialized media training or previous media service. Salary range: low to mid-$20s depending on background and experience. **Applications accepted until position filled, with initial screening to commence on Dec. 1.** Position available immediately. Send resume listing 3 references to: John G. Williamson, Director of the Library, **St. Mary's College of Maryland, St. Mary's City, MD 20686; 301-862-0256.** Women and minority group candidates are especially encouraged to apply. AA, EOE.

Microforms and media services librarian. Northern Illinois University, DeKalb, Ill., is seeking a qualified individual to fill a 12-mo., tenure-track position at the rank of Assistant Professor or above, depending on qualifications, as a microforms and media services librarian. *RESPONSIBILITIES:* under the direction of the assistant director for public services, is responsible for the overall management and staff supervision of the microforms and media services departments, which include microforms services and the film library. *QUALIFICATIONS:* MLS from an ALA-accredited library school and a 2nd master's degree or 30 hrs. beyond the MLS required for an appointment at the rank of Assistant Professor. Demonstrated commitment to public service, excellent oral and written communication skills. Ability to work effectively and cooperatively with library staff and campus faculty, staff, and students. 3–5 yrs.' supervisory experience required, not limited to an academic setting. Experience in working with nonprint media in academic institution required. *SALARY AND BENEFITS:* $18,000 minimum for a 12-mo. contract; Illinois retirement system; faculty status and rank. ***APPLICATIONS:*** **applications received by Dec. 1 will be given first consideration,** but applications will continue to be accepted until the position is filled. Send a cover letter with: 1) a complete statement of qualifications; 2) resume of education and relevant experience; and 3) at least 3 names, addresses, and telephone numbers of references. Letter should be addressed and sent to: Elizabeth A. Titus, Assistant Director for Public Services, **414 Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

Original cataloger. The University of Louisville, Kentucky's major state-affiliated urban institution, is located in a city with excellent cultural opportunities and a revitalized downtown area. The University Libraries system consists of 6 libraries, including the university archives, on 2 campuses with approximately one million volumes and 40 faculty and 100 full-time staff. The libraries are experiencing significant change and growth, including planning for integration of library functions into NOTIS. Temporary 3-year position. *RESPONSIBILITIES:* under supervision of principal cataloger, performs original cataloging and edits OCLC member-input copy for monographs and serials in all subjects and MARC formats; establishes name and series authority records; assigns subject headings to University of Louisville theses. *QUALIFICATIONS required:* ALA-accredited MLS; knowledge of AACR2, LC classification and subject headings; MARC formats; familiarity with a bibliographic utility; reading knowledge of one or more European languages, preferably German; good communication skills. Desirable: professional or paraprofessional cataloging experience with an automated system, such as NOTIS; familiarity with LC cataloging practices and rule interpretations. Benefits: excellent fringe benefits including 22 working days' leave per year, usual holidays, paid life and health insurance, retirement plans, tuition remission. Salary: minimum $16,500. **Screening of applications will begin Nov. 28.** Send letter of application, current vita, and names and addresses of 3 references to: Tyler Goldberg, Chair, Original Cataloger Search Committee, **Ekstrom Library, University of Louisville, Louisville, KY 40292.** The University of Louisville is an EEO, AA employer.

Principal cataloger. Loyola University of Chicago seeks a principal cataloger to coordi-

nate the activities of the original cataloging department which consists of 3 professional catalogers. Also responsible for performing original and OCLC member cataloging; serving on the cataloging policy board; assisting in the installation of the NOTIS system. Department head–level position reporting to the assistant director for automation and technical services. The original catalog department is responsible for cataloging all types of library materials (monograph, serials, audiovisual) for Cudahy Library, Louis Towers Library, and the Rome Center Library. *REQUIREMENTS:* ALA-accredited MLS, 3 yrs.' cataloging experience, supervisory experience. Excellent knowledge of AACR2, LC classification, LCSH, LCRI, and OCLC. Knowledge of one foreign language is desired. Applicant must demonstrate excellent communication skills and strong commitment to participatory management. Experience with automation, particularly NOTIS, is highly desirable. Knowledge of AV and serials cataloging desirable. Loyola University of Chicago Libraries have 900,000 volumes in the 3 campus libraries in the Chicago area. The system is expanding its services, collection, and staff. The libraries plan to automate with the NOTIS system in 1986–87. Salary from $21,000 depending upon qualifications. Librarians at Loyola have limited faculty status, earn 20 days' vacation, and have a standard package of fringe benefits. **Applications received prior to Dec. 1 will receive first consideration.** Qualified applicants should send letter of application, resume, and names, addresses, and phone numbers of 3 recent references to: Ellen J. Waite, Acting Director of Libraries, **Cudahy Library, Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.** Loyola University of Chicago is an affirmative-action, equal-opportunity educator and employer.

Reference coordinator, academic staff appointment. *MINIMUM REQUIREMENTS:* ALA-accredited MLS degree, reference experience first priority, academic preparation in business desirable. *DUTIES:* coordinate general reference services, collection, and schedule; provide reference desk service, about 16 hours per week, including an evening and occasional weekend; assist with computerized database searching; prepare bibliographic aids and library guides; faculty liaison, bibliographic instruction, and collection development with College of Business, Industry, and Communication. Salary: minimum $20,000 (9–10 months) depending on qualifications and experience. Academic-year contract with some summer employment usually available. **Send application letter detailing your qualifications for the position, complete resume, and 3 letters of recommendation by Nov. 14** to: Jerome P. Daniels, Director, **Karrmann Library, 1 University Plaza, University of Wisconsin–Platteville, Platteville, WI 53818.** Equal-opportunity, affirmative-action employer.

Reference/data archive librarian, Assistant/Associate Librarian, University of California/Santa Cruz. Starting salary: $24,012–$30,720. Starting date: July 1, 1987. New position under direction of head, reference services. Coordinates library services relating to textual/numeric data files, incl.: recommending policy; developing collections; improving bibliographic access; reference/referral service; liaison with faculty/staff. Provides reference service in the social sciences/humanities, incl.: reference desk assistance; online searching; library instruction; reference collection development. *QUALIFICATIONS:* MLS or equivalent; ability to communicate with faculty, students, staff, computer specialists; potential to work independently with textual/numeric data files; online search experience. *PREFERRED:* quantitative social science background; academic/research library reference experience; experience with textual/numeric data files; microcomputer experience. **Closing date: Jan. 30, 1987.** Send application letter, resume, names of 3 references to: Katherine Beiers, **University Library, University of California/Santa Cruz, Santa Cruz, CA 95064.** UCSC is an EEO, AA employer.

Associate Dean of Libraries (Collections and Information Services)

Responsible for coordinated management of the collections and information services division of the University of Alabama Libraries, which incorporates the Business Library, the Education Library, the Engineering Library, the Science Library, and the main library departments of collection development, bibliographic instruction, and reference (including government documents, music, microforms, and interlibrary loan). Participates in the general administration of the libraries and is responsible for the libraries in the absence of the dean.

The University of Alabama holds memberships in the Association of Research Libraries, SOLINET, and the Network of Alabama Academic Libraries, and is the largest library in the state. The libraries are implementing the VTLS system, and completion of the database load will take place this year. Planning for a collection development policy is underway, as is the planning for a new science and engineering library.

An MLS from a program accredited by ALA is required. A 2nd graduate degree is desirable. Other qualifications required are: successful, relevant middle-management experience in a large library; experience with an automated library system; ability to communicate effectively; a record of professional involvement or scholarly achievement; an understanding of academic and scholarly processes.

Salary/rank/benefits: permanent, 12-mo., full-time position, tenure track, faculty equivalency. Salary and rank dependent upon nature and extent of experience, education, and scholarship or professional contributions; Associate Professor minimum salary $36,000, Professor minimum salary $39,000. 22 days' vacation sick leave, Blue Cross–Blue Shield, state and TIAA/CREF retirement plans. ***Application procedure:*** **send letter of application, resume, and names of 3 references by the application deadline Dec. 12** to: **Charles B. Osburn, Dean of Libraries, University of Alabama, POB S, Tuscaloosa, AL 35487-9784.**

The University of Alabama is an equal-opportunity, affirmative-action employer.

Reference librarian, evenings and weekends. Responsibilities include: general reference duties, bibliographic instruction, and online searching. Applicants should have strong service orientation, academic reference experience, MLS, and ability to work effectively, independently, and cooperatively with all elements of college community. Online searching and bibliographic instruction experience desirable. Minimum salary: $19,830 for 12 mos. Anticipated starting date is February 1987. **Application deadline is Nov. 28.** Send letter of application and resume, including names, addresses, and telephone numbers of 3 references to: Terrence Mech, Library Director, **King's College, Wilkes-Barre, PA 18711.** King's College is an equal-opportunity employer.

Reference librarian, James Branch Cabell Library. Duties include providing general reference assistance at the reference desk, online searching, library instruction to undergraduate- and graduate-level students, preparation of bibliographies, and other related activities. This is a faculty appointment and additional work in the areas of scholarship, professional development, and service activities is expected. Some weekend and evening work. *QUALIFICATIONS:* ALA-accredited MLS. Preferred: strong oral and written communication skills; previous experience in a comprehensive reference setting, including use of business, science, and humanities reference sources; experience in online searching and library instruction; excellent interpersonal skills; interest in professional activities. *ENVIRONMENT:* Virginia Commonwealth University is a state university with approximately 20,000 students and offers undergraduate and graduate degrees in the liberal arts and professional degrees in social work, education, medicine, business, public administration, etc. Salary: $18,000 minimum. Usual health and retirement benefits. **Application deadline: Nov. 15** or until a suitable candidate is found. Send letter of application and resume with the names of 3 current references to: Virginia Crowe, Chair, Search Committee, **University Library Services, Box 582—MCV Station, Virginia Commonwealth University, Richmond, VA 23298-0001.** Virginia Commonwealth University is an equal-opportunity, affirmative-action employer; minorities and women are encouraged to apply.

Reference librarian/U.S. history bibliographer, a 12-mo., tenure-track position available Jan. 18, 1987. Provides general reference service to students and faculty in the humanities, social sciences, and related professional fields. Coordinates and participates in library orientation and instruction in these fields, writes and edits printed guides, and conducts online searches. Also responsible for collection development in North American history and American studies for the libraries' main research collections. Requires ALA-accredited MLS; strong subject background in U.S. history with a broad subject background in the social sciences and humanities; ability to work and communicate effectively with library users and staff; excellent writing skills; strong reading knowledge of at least one Western European foreign language; and training or experience in online searching. Prefer research library experience in reference and collection development; advanced degree in U.S. history; training or experience in library instruction; reading knowledge of Spanish. Salary: $18,000–$22,000. **Applications must be postmarked by Nov. 30.** Submit letter of application, resume, undergraduate and graduate transcripts, and 3 letters of reference to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** Minorities are encouraged to apply. AA, EEO employer.

Reference librarian, University of Akron. The University of Akron is seeking applicants for the position of reference librarian starting Jan. 19, 1987, or soon thereafter. *RESPONSIBILITIES:* general reference work, some online database searching, plus specific duties having to do with coordination and supervision of general bibliographic instruction program. Position reports to the head of the reference department and is responsible for helping to plan, design, implement, and evaluate reference policies, services, facilities, and procedures. *QUALIFICATIONS:* an accredited MLS required with experience in academic library public services; knowledge of current theory and techniques of bibliographic instruction; strong interpersonal and communication skills. Teaching experience and experience in a bibliographic instruction program desirable. Salary: $18,300–$19,500 for a 12-mo. contract with 22 days' vacation and standard benefits package. Background: the University of Akron is a state-assisted institu-

Two positions in the Brown University Library Acquisitions Department:

Order Librarian– Responsible for the overall management of processes related to the ordering and receiving of monographic library materials, and for assisting with the management of the Acquisitions Department. Requirements: MLS degree from an ALA accredited library school; reading knowledge of at least one foreign language; three years of technical services experience in an academic library, including acquisitions and bibliographic searching; experience with library or business automated systems and networks; supervisory experience desired. Hiring range: $24,200-28,600 based upon experience.

Gifts and Collection Maintenance Librarian– Responsible for the management of material received by gift and for activities concerned with collection maintenance (preservation). Requirements: MLS degree from an ALA accredited library school; broad liberal arts academic background; reading knowledge of at least one foreign language; previous experience in academic libraries and/or book trade preferred; familiarity with special collections desired; supervisory experience desired. Hiring range: $21,000-24,200, based upon experience.

Interested candidates should send letter of application, resume and names of three references to Norma Beach, Personnel Office, Brown University, Providence, RI 02912. In order to ensure consideration, applications should be received by December 31, 1986.

Brown University

An equal opportunity/ affirmative action employer.

tion with approximately 26,000 day and evening students. The university library has a collection of over 1.5 million volumes, participates in OCLC, and has an integrated library system in operation (VTLS). **Deadline for applications is Dec. 1.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Roger Durbin, Chair, Reference Librarian Search Committee, **Library and Learning Resources, Box AL, University of Akron, Akron, OH 44325.** Women and minorities are encouraged to apply. The University of Akron is an equal-education and employment institution.

Reference librarians, 2 positions, Lehman Library and documents service center, Columbia University. The Lehman Library contains the current social science and international affairs collections of Columbia University. The Lehman complex also includes the Social Work Library, the documents service center, which is a U.S. depository library, and the university map room. These positions provide reference and consultation services in the Lehman Library; provide current and retrospective database searches, and participate in the development of applications for new information technologies; instruct individuals and groups; assist in the development and maintenance of the collections; and assist in the development of public service programs in the Lehman Library, the social sciences division, and the academic information services group. One of the positions has divided responsibilities between Lehman Library and the documents service center. Some evening and weekend work required. *QUALIFICATIONS:* an accredited MLS; background in the social sciences, master's degree preferred; experience with online searching and bibliographic instruction; working knowledge of a modern foreign language; and demonstrated oral and written communication skills. Salary range: Librarian I, $22,000–$28,600; Librarian II, $24,000–$32,400. **Deadline for applications is Dec. 1.** Submit resume and the names of 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Senior assistant librarian. An **entry-level** reference librarian position to perform a variety of professional assignments in the reference department. Emphasis will be on patron contact, database searching, preparation of bibliographies, and bibliographic instruction. Other assignments may be made, and the applicant must be flexible enough to work a variety of assignments and be willing to be trained as necessary. Experience in library automation and database searching highly desirable. The position is primarily an evening and weekend assignment. Initial appointment may be above the first step based on qualifications and experience. Permanent, tenure-track appointment. Personal interview required. Finalists will be invited to the campus. Position will open February 1987. Current salary range: $27,756–$33,408; an increase is anticipated pending a collective bargaining agreement. **Submit a letter of application and resume by Nov. 28** to: Coordinator, Library Recruiting Committee, **Library, California State University/San Bernardino, 5500 University Parkway, San Bernardino, CA 92407-2397.** California State University/San Bernardino is an equal-opportunity, affirmative-action, Section 504, Title IX employer.

Serials cataloging section head. Search reopened. Manages the serials cataloging section of the serials department which includes one other librarian and 3 support staff responsible for: serials cataloging, name and serials authority work, and volume holdings record management. Serves as liaison to catalog department. *QUALIFICATIONS:* ALA-accredited MLS; working knowledge of 2 foreign languages, preferably French and German. 2 yrs.' increasingly independent serials cataloging experience, using an automated system preferred. Demonstrated supervisory abilities. Starting salary: $20,000–$24,000. **Applications received by Jan. 30, 1987, will be considered.** Send letter of application and resume, including names of 3 references, to: Lance Query, Assistant University Librarian for Planning and Personnel, **Northwestern University Library, Evanston, IL 60201.** An EEO, AA employer.

Social science reference librarian/bibliographer. Responsible for the library's collection development in assigned social science disciplines. Provides service at the information desk, including some weekend and evening hours. Participates in an active program of library instruction and computerized database searching in the disciplines of selection responsibility. Requires a master's degree from an ALA-accredited library school. Undergraduate degree in a social science discipline or reference experience highly desirable. $17,000 minimum salary depending on qualifications. Excellent benefits including choice of retirement programs. The University of Houston Libraries have 1.4 million volumes, a materials budget of $2.6 million, and a total staff of 250. The library is a member of ARL. **To ensure consideration, applications must be received by Jan. 31, 1987.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Preliminary interviews at ALA Midwinter may be arranged. Equal-opportunity employer.

SOUTHFORNET information manager, University of Georgia Libraries. SOUTHFORNET (Southern Forestry Information Network) is funded by U.S. Forest Service grants and self-generated income for the purpose of providing information services to the forestry community in the South. (Salary minimum $17,200, commensurate with experience.) Recent graduates may have the opportunity to participate in a special staff development program funded by the Council on Library Resources. *DUTIES:* responsible to the SOUTHFORNET coordinator for technical development and local interaction with the LS2000 database, preparing and supervising database input, overseeing office automation activities, performing literature searches, providing general reference service, and acting in a decision-making capacity in the absence of the coordinator. The 5-person staff serves U.S. Forest Service employees and subscribers in the 13 southeastern states. *QUALIFICATIONS:* ALA-accredited MLS; practical experience with applications in a micro- or minicomputer environment; experience with online searching; familiarity with MARC format and AACR2; interest in the biological or agricultural sciences; ability to work independently with initiative and good judgment; working knowledge of basic reference sources; ability to establish and maintain effective working relationships; effective written and oral communication skills; interest in academic librarianship preferred. This position will be filled only if suitable applicants are found. ***APPLICATION PROCEDURE:*** **send letter of application by Dec. 5,** including resume and names of 3 references, to: Florence King, Acting Staff Services Librarian, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Technical services librarian. Opportunity to develop technical services along with 2.5 FTE enthusiastic librarians. New OCLC M300 terminal and participation in grant to develop CD-ROM regional catalog offer special challenges. Candidates need experience in: cataloging (AACR2 and LC classification), planning/supervising technical services, reference, instruction, collection development. Salary: starts $22,513 dependent on education and experience. **Deadline Nov. 21.** Application information from: **Monterery Peninsula College, Personnel Services, 980 Fremont, Monterey, CA 93940; 408-646-4016.**

University cataloger in charge of authority control (Librarian II). Will coordinate, supervise, and direct activities of preliminary cataloging and authority control in the cataloging department of a university library. Will confer with library staff in other departments who produce authority work to develop consistent library policies in application of same. Will apply AACR2 and the Library of Congress rule interpretation for name authorities to develop consistent librarywide implementation of AACR2 cataloging rules, and instruct individuals on the appropriate use of the Library of Congress's forms, interpretations, and policies. Will solve difficult authority problems, assessing and interpreting the content of local bibliographic and authority records constructed using the MARC bibliographic and authority formats. Will supervise 2 full-time and 9 part-time employees. Will assist the head of the cataloging department in establishing short- and long-term goals and objectives for the authority control section. Will participate in the design and implementation of library projects related to authority control. Requires master's degree in library science. Also requires 2 yrs.' actual job experience as university cataloger in charge of authority control (Librarian I). 2 yrs.' experience requirement must include the use of AACR2, Library of Congress rule interpretations, and MARC bibliographic and authority formats. Hours: 8 am–4 pm, 37.5 hours per week at $18,550 per year salary. Please send resume to: **Illinois Job Service, 910 S. Michigan Ave., Rm. 333, Chicago, IL 60605; Attn.: Marie E. Minneman, Reference No. 5754-N.** An employer-paid ad.

University librarian. Loyola Marymount University invites applications for the position of university librarian. LMU, a Catholic university located in the Westchester district of Los Angeles and overlooking the Pacific Ocean, has an enrollment of 3,700 undergraduate and 1,000 graduate students and 230 full-time faculty in the graduate division and 4 colleges: Business Administration, Communication and Fine Arts, Liberal Arts, and Science and Engineering. The library is a member of OCLC and participant in DIALOG database searching, housing 280,000 bound volumes and a current periodical list of 2,000 titles. Conversion to LC classification is well underway, and a program of collection development is continuing. This year the library has been awarded a grant to assist in the automation of the library. The university librarian, who reports to the academic vice president, manages an operating budget of $1 million, including $330,000 for acquisitions, and oversees a staff of 32, including 9 professional librarians. The library director is also responsible for planning and administering library services and the formulation of long-term goals. Applicants for the position should possess an MLS from an accredited school, as well as another advanced degree in a subject area, and 5 yrs.' experience as director of an academic library or associate director responsible for a major activity in a large academic library. Also required is knowledge or experience with automated library services and their applications. The position is a 12-mo. appointment; salary ranges from the high $30s to low $50s, depending on experience and credentials. Benefits include TIAA/CREF, dental and medical insurance, one mo.'s paid vacation, and a moving allowance. The position is open immediately. **Applicant should submit a letter, vita, and names, addresses, and telephone numbers of at least 3 references by Dec. 1.** Send materials to: Mel Bertolozzi, Chair of the Library Search Committee, **Box 455, Loyola Marymount University, Loyola Blvd. and W. 80th St., Los Angeles, CA 90045.** EOE.

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2 librarian positions—external degree program. Serving off-campus adult learners enrolled in external degree programs through the Institute for Personal and Career Development. *LOCATION 1:* Fairfax, Va. Will maintain a reference and referral service and coordinate the delivery of library services to students and faculty in the D.C. area, N.J., N.Y., Md., and at several midwestern sites. Bibliographic instruction and marketing of the library program are key elements of this position. LOCATION 2: Mt. Pleasant, Mich. Will manage an instructional resources support program for off-campus faculty, chair the planning group for the Off-campus Library Services Conference (1988), and participate in the kinds of reference work noted above. These individuals collaborate with 3 other external librarians (one in Fairfax and 2 in Mt. Pleasant) plus 22 librarians in Mt. Pleasant serving CMU's on-campus students. The individuals selected will report to the assistant director of libraries for off-campus and administrative services. *QUALIFICATIONS:* ALA-accredited MLS degree, one yr.'s professional experience of a qualifying nature, knowledge of database searching, willingness to travel by airplane and to work a flexible schedule required. Bibliographic instruction experience, experience with Xenix™ or UNIX™, and a team orientation preferred. Beginning appointment in the range $19,825–$25,288; salary commensurate with qualifications. These are full-time, 11-mo. positions. Excellent benefits including self-funded health care, life, travel, and disability insurance, tuition credit plan, paid sick leave, paid holidays, retirement through MPSERS or TIAA/CREF, and 20 vacation days a year. Central Michigan University is a state institution with an enrollment of 16,000 students and an off-campus constituency of about 10,000 individuals. Central is located in Mt. Pleasant, a city of 24,000. **Applications received prior to Dec. 1 will be given first priority.** Both positions are available as of Jan. 1, 1987. Submit letter of application specifying position, a resume, and the names of 3 references to: Chair, Selection Committee, **208 Park Library, Central Michigan University, Mt. Pleasant, MI 48859; 517-774-6419.** CMU is an affirmative-action and equal-opportunity institution.

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2 positions available, Boston College. 1) **Director of library systems.** Will plan and administer the use of automated library systems in the University Libraries. In conjunction with the university librarian, will coordinate library applications of technology with appropriate university departments and external organizations. Qualifications include 3–5 yrs.' experience in automated library systems or networks; familiarity with academic library operations; demonstrated ability in planning and administration with strong commitment to public services; and excellent communication skills. MLS or equivalent is required; experience with telecommunications and university computer applications is strongly preferred. Salary from $30,000. 2) **Reference librarian/bibliographer.** Will provide general reference service, bibliographic instruction, and online searching as one of 10 full-time librarians who are also subject bibliographers. Will serve as bibliographer and faculty liaison for Romance languages and fine arts, with active participation in university and library committees. Schedule includes evening and weekend hours. Requires ALA-accredited MLS with 2–3 yrs.' academic library reference experience, advanced degree in an appropriate subject field, field and collection development experience strongly preferred. Salary from $20,000. Boston College offers its 14,000 students and almost 700 faculty the advantages of a strong liberal arts institution with outstanding graduate and professional programs. The new O'Neill Library provides an attractive, highly automated environment for study and learning. A Geac system provides circulation, acquisitions, and online catalog functions. This year, the library system will add its 1-millionth volume. Benefits include a wide range of insurance programs, with tuition remission and one mo.'s vacation. **Applications received by Nov. 26 will receive first consideration.** To apply, send resume and names/phone numbers of 3 references to: Mary McMillan, Employment Manager, **Department of Human Resources, Boston College, Chestnut Hill, MA 02167.** Boston College is an equal-opportunity, affirmative-action employer.

ASSOCIATION

Executive director, Educational Film Library Association, New York, N.Y. EFLA sponsors the American Film & Video Festival, the largest nontheatrical showcase; publishes *Sightlines* magazine; and is a primary information resource for nontheatrical media. The executive director is responsible for financial planning and reporting and general management, and acts as principal spokesperson. Must have proven financial, management, and communication skills, and an understanding of film and video. Fundraising a plus. Salary: $38,000, negotiable. **Application deadline: Nov. 19.** Send letter, salary requirements, and resume with 3 references to: Judith Gaston, EFLA Search Committee, **University Film & Video, 1313 Fifth St. SE, Minneapolis, MN 55414.** No phone calls.

FEDERAL AGENCY

NEH

Humanist Administrator
Humanities Projects in Libraries

THE NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH) seeks applications for the position of humanist administrator, Humanities Projects in Libraries, Division of General Programs. The Humanities Projects in Libraries program supports projects for the general public that encourage understanding and appreciation of the humanities through the use, study, and interpretation of collections in American libraries.

RESPONSIBILITIES INCLUDE:

- Advice to prospective grant applicants;
- Review and analysis of grant applications;
- Program planning and development.

QUALIFICATIONS INCLUDE:

- An earned PhD in one of the disciplines of the humanities is expected;
- At least 3 yrs.' experience requiring professional knowledge of the theories, principles, and practices of the type of work described above and an ability to relate and apply this knowledge is required;
- Excellent oral and written communication skills;
- Ability to deal effectively with the library, archival, scholarly, and academic communities;
- Professional experience with humanities programs, especially in libraries, archives, or similar institutions;
- Experience working with foundations or grant-making institutions; and
- Teaching experience in the humanities.

The program has particular but not exclusive interest in candidates with a background and interest in American history or American studies.

The salary range for this position is $26,381–$41,105 per annum.

All applications must be received by Nov. 30, and must cite vacancy announcement #87-003-L. Applicants must submit a personal qualifications statement (standard form 171) to receive consideration for this position. This form may be obtained by calling or writing the address below. All correspondence should be addressed to:

Jack A. Crowder, Jr.
Director of Personnel
THE NATIONAL ENDOWMENT FOR THE HUMANITIES
1100 Pennsylvania Ave. NW, Rm. 417
Washington, DC 20506
202-786-0415

An equal-opportunity employer

LAW LIBRARY

Public services librarian, University of Kansas School of Law Library. Responsible for circulation, interlibrary loan, reference duty, library maintenance, and gifts. Develops policies and implements procedures for smooth operation of general circulation, reserve area, shelving, desk schedules, library security, exhibits, interlibrary loans, photocopying services, library maintenance, and gifts. Shares reference duties on evenings and weekends. Liaison with private firms and develops patron awareness programs. *QUALIFICATIONS:* MLS from accredited library school, ability to work with people, and good communication skills. Prefer library/law library experience or specialization in law librarianship. Salary: $18,500. Full-time, 12-mo., tenure-track appointment. **Application deadline: postmark by Dec. 1.** To apply: send letter of application, resume, transcript, and 3 references to: Mary D. Burchill, **School of Law Library, University of Kansas, Lawrence, KS 66045; 913-864-3025.** Equal-opportunity, affirmative-action employer.

LIBRARY EDUCATION

Assistant or Associate Professor. The College of Library and Information Science, University of South Carolina, is seeking candidates for the position of Assistant or Associate Professor with a specialty in technical services. This is a 9-mo. position with the possibility of summer teaching; salary is competitive, with a minimum of $23,000 at the Assistant Professor level, and $25,000 at the Associate Professor level. Salary depends upon academic background and experience. The successful candidate will teach core and elective courses and is required to have expertise in the areas of library automation, OCLC and other bibliographic utilities, networking, and cataloging and classification. The candidate should have a special interest in integrating technical services with information science and also in relating operational concepts to the administration of technical service departments. The position requires the ability to consult in the field and with other units in the university; participate in the college's distant education activities; accept committee assignments; conduct research; and work in a collegial, mutually supportive atmosphere. The doctorate in library and information science or in a related field is required for tenure track; near completion considered for initial employment. **Applications close: Feb. 1, 1987.** Position available August 1987. The Search Committee will talk with applicants at the ALISE and ALA midwinter meetings. For appointments or more information, call the chair at **803-777-2909** or **803-777-3858** to leave a message. Send letter of application, resume, and the names, addresses, and telephone numbers of 3 references to: Charles Curran, Chair, Search Committee, **College of Library and Information Science, University of South Carolina, Columbia, SC 29208.** The University of South Carolina is an affirmative-action, equal-opportunity employer. Minorities and women are encouraged to apply for this position.

Library/information science, faculty position. Assistant or Associate Professor, full-time, beginning Sept. 1, 1987. Responsibilities include research and publication, student advisement, and teaching in the following areas: automation/systems analysis and research methods. Ability to teach courses in special libraries desirable. *QUALIFICATIONS:* earned doctorate in library/information science or other relevant degree and MLS from an ALA-accredited program. Salary and rank commensurate with experience. Minimum salary, $23,000 with opportunities for teaching summer session. Send resume and letters of recommendation to: William C. Robinson, **Graduate School of Library and Information Science, University of Tennessee, 804 Volunteer Blvd., Knoxville, TN 37996-4330.** The University of Tennessee, Knoxville, is an equal-opportunity, affirmative-action employer.

2 faculty tenure-track positions. Candidates should have a background in general principles of organization of knowledge (knowledge representation, conceptual modeling, classification theory) and should be able to develop this perspective in research and teaching in one or more of the following areas in the master's and doctoral programs: bibliographic control (including cataloging, indexing, and abstracting) and bibliographic and nonbibliographic databases and networks; design and evaluation of information systems, including knowledge-based systems; database management and administration. A background in linguistics is also helpful. We are looking for candidates who can help us develop our program to reflect the future needs and trends of the profession. Candidates have the opportunity to work with the University of Maryland Institute for Advanced Computer Studies. Rank and salary dependent upon qualifications and experience. 9.5-month appointment with the opportunity for summer teaching. Minimum starting salary: $28,500. Appointment date: fall 1987. **Application deadline is Jan. 15, 1987,** or until appropriate candidates have been identified. Inquiries and applications should be sent to: Chair, Faculty Search Committee, **College of Library and Information Services, University of Maryland/College Park, College Park, MD 20742; 301-454-5441.** The University of Maryland is an affirmative-action and equal-opportunity employer.

MEDICAL LIBRARY

Librarian. We are seeking qualified candidates for a position in our medical library. Responsibilities include participation in the clinical medical librarian program; providing general reference service and library instruction; assisting with other professional duties, including cataloging and collection development. Individual must have a master's of library science and at least one yr.'s reference experience. Candidates should possess knowledge of online database searching; use of the NLM, BRS, and/or DIALOG systems desirable. Experience with MEDLINE and cataloging/OCLC helpful. We provide an excellent salary and benefit package. Salary range: $22,200–$30,000. Interested candidates should send resume to: Kathryn M. Brickett, Supervisor, Recruitment and Employment, **St. Francis Hospital and Medical Center, 114 Woodland St., Hartford, CT 06105.**

PUBLIC LIBRARY

Assistant dept. head in youth services. Baldwin Pub. Lib. in the suburban Detroit community of Birmingham, Mich., seeks an energetic assistant dept. head in youth services with an MLS from an accredited library school. Applicant must have experience in youth work plus demonstrated organizational and supervisory ability. This 40-hr. position assists in all youth room materials selection and in an active programming schedule. Salary range: $21,780–$27,560. Position available Jan. 5, 1987. **Send resume by Nov. 24** to: Jackie Gbur, Head, Youth Room Dept., **Baldwin Pub. Lib., 300 W. Merrill St., Birmingham, MI 48012-3002.**

Assistant director of the children's department of the Urbana Free Library. Position available due to promotion. *RESPONSIBILITIES INCLUDE:* 1) working with other staff in the areas of reference, reader guidance, program planning, collection development, book talking, public relations, minor supervision, etc.; 2) administration of the department in the absence of the director. Applicant must have master's degree from ALA-accredited program (or be graduating by December). Professional children's experience preferred but not required. Salary range and appointment level depending on experience and qualifications: Librarian I, $18,000–$22,500; Librarian II, $19,500–$24,375. Excellent benefits. Position will be filled in early January 1987. The Urbana Free Library is an active public library with an annual budget of $1 million and 29 FTE staff. Urbana is a community of 36,000 in an urbanized area of 120,000 and is the home of the University of Illinois. **Applications, including resume, 3 letters of reference from professors or employers, and library school transcript, due by Dec. 12.** Applications to: Catherine Percy, **The Urbana Free Library, 201 S. Race, Urbana, IL 61801.** Questions to: Linda Dillard, Director of Children's Services, at the same address or **217-367-4069.** EOE.

AV/YA librarian, some reference duties, for central Jersey library serving 60,000. Will be responsible for setting up AV department in expanding library and for starting YA program. MLS from ALA-accredited school required. Minimum salary: $18,500. Resume to: Director, **Old Bridge Public Library, 1 Old Bridge Plaza, Old Bridge, NJ 08857.**

Catalog librarian. Search reopened. Knowledge of AACR2, LC subject headings, and DDC. Experience with OCLC and familiarity with CLSI computer system desirable. 3 yrs.' professional experience and ALA-accredited MLS required. Supervises professional and clerical staff. Materials budget of $275,000. Salary range: $26,356–$32,040. **Closing date: Dec. 1.** Applicants, submit resumes and 3 references to: City Librarian, **Decatur Public Library, 247 E. North St., Decatur, IL 62523.**

Children's librarian. Middle-management position open immediately in city of 21,193 pop. in beautiful lake country with winter sports, hunting, & fishing. *REQUIREMENTS INCLUDE:* ALA-MLS, 3 yrs.' professional experience as a children's librarian, good communication skills, & thorough knowledge of children's services. *DUTIES:* reading guidance, reference, programming, storyhours, school & community visits, some juvenile materials selection. The work is primarily with children, but there will be some adult work & some supervisory duties. There is also scheduling of desk hours & vacations. Computer experience helpful but not needed, will train. Some Saturday hours required, none in summer. *FRINGES:* fully paid health insurance, dental plan, 10.25 paid holidays, life insurance, state retirement plan, & sick leave. Position open until filled. Salary for 1986 is $20,676 and for 1987, $24,948. Send letter of application, resume, copies of transcripts, & 3 references with phone numbers to: Frederick von Lang, Director, **Hibbing Public Library, 2020 E. Fifth Ave., Hibbing, MN 55746.**

Children's services librarian. Creative, dynamic person to plan, supervise, participate in, and evaluate services and programs for children at an active downtown main library in a 7-yr.-old building, located in Maine's largest city (pop. 61,500) in attractive seacoast area. Responsibilities include: collection development, supervision, and team-building of paraprofessional, clerical, and volunteer staff; coordination of children's services with 4 branch libraries. Requirements: ALA-accredited MLS; at least 2 yrs.' professional progressively responsible professional experience in children's library service; extensive knowledge of children's literature and nonprint media and of children's interests, capabilities, and needs; service orientation, with strong communications and programming skills. Starting salary: $19,449. Excellent fringe benefits. **Send letter of application, resume, and 3 professional references by Dec. 10** to: Barbara D. Smith, Acting Director, **Portland Public Library, 5 Monument Square, Portland, ME 04101.**

Circulation supervisor for a medium-sized public library (search reopened). New building to be occupied in March 1987. Responsibilities include collection development, reference service, staff hiring and supervision, desk work, some evening and weekend work. Qualifications: ALA-accredited MLS, flexibility, public service orientation, good humor and organizational skills essential. Supervisory and/or library experience helpful. Salary $13,990 minimum. Good fringes. **Send letter of inquiry, resume, credentials, and letters from 3 professional ref. by Nov. 21** to: Ray McKenna, Director, **Oconomowoc Pub. Lib., 212 N. Lake Rd., Oconomowoc, WI 53066.** An equal-opportunity employer.

Community Services Consultant III. Supervises active outreach and literacy programs. Administers AIL and literacy grants. Works with outreach librarian, literacy volunteer coordinator developing new services in AIL/JIC, literacy, and outreach. Must have oral and writing skills; enthusiasm; be self-starter with ability to plan, execute work. Salary: $23,100–$29,100. Excellent fringe package, including 24 days' vacation. Call or write: Alfred C. Hasemeier, **Mid-York Library System, 1600 Lincoln Ave., Utica, NY 13501; 315-735-8328.**

Coordinator, services to children/young adults, Wayne Oakland Library Federation (Detroit metro area), available Jan. 5, 1987. Position reports to public services director and supervises support staff. Is responsible for coordinating service to 60 member libraries, provides resource and consultative services, develops programs and workshops, assists in collection development. Also directs the review and critical evaluation process in preparation of book order lists. Other public service duties as assigned. *QUALIFICATIONS:* ALA master's of library science degree required. 3 yrs.' experience as children's or young adult librarian. One yr.'s supervisory experience preferred. Demonstrated knowledge of children's and young adult books and materials. Strong communication skills (oral and written) and the ability to carry out assignments with a minimum of supervision. Salary range: $24,041–$27,295. **Send resume by Nov. 15** to: Barbara Gray, Assistant Director, **Wayne Oakland Library Federation, 33030 Van Born Rd., Wayne, MI 48184; 313-326-8910.** EEO, AA employer.

Director, Franklin-Johnson County Public Library. Available February 1987. Service area includes 53,000 in one of the fastest-growing counties in Indiana. System includes main building, extension and technical services building, branch, and 4 stations. Current building project will result in 2 new buildings totaling 45,000 square feet. Replacing main, extension technical services, and branch by early 1988. Book collection 112,000 volumes; 1987 budget $989,000; 1985 circulation 315,000; staff 24 FTE. *Minimum requirements:* 3 yrs.' library experience after ALA-accredited MLS. Seeking imaginative, energetic applicants with appropriate skills to plan, organize, assign, and coordinate library programs including computerization. Salary: from $25,000 plus benefits. **Send application, resume, and 3 current references by Nov. 21** to: Montrew Gross, **Franklin-Johnson County Public Library, Madison at Home Ave., Franklin, IN 46131-2388.**

Director, Janesville (Wis.) Public Library. Progressive southern Wisconsin city of 51,000 seeks an aggressive and articulate MLS with a minimum of 5 yrs.' significant administrative experience. Over 180,000 volumes. Circulation 540,000. Budget $1.4 million. Resource library for county federated system (pop. 137,000). Automated circulation and online catalog (CLSI). 40+ FTEs. Strong managerial, budgeting, planning, communication, and microcomputer skills required. Automation and community relations experience required. Beginning salary range: $35,000–$39,000; excellent benefit package. **Letter of application and resume by Dec. 31** to: Search Committee, **Janesville Public Library, 316 S. Main St., Janesville, WI 53545.** AA, EO employer.

General consultant. General field consultant needed to advise public libraries on all aspects of administrative management, including budgeting, personnel administration, buildings and space utilization, public relations, and long-range planning in a 12-county area having 58 public libraries. Must have knowledge of services, collection development, and programming for all ages. Will plan and coordinate the youth services activities. Coordinate and conduct continuing education workshops. Proven speaking and writing ability, especially for grants writing. Some knowledge of automation. Dynamic opportunity for self-starter with flexible warm personality who relates to all types of people. MLS from ALA-accredited school, 5 yrs.' professional experience, including 3 yrs. as public library director in the 25,000 population range. Must have valid driver's license and like to travel. Must relocate to Rockford area after being employed. Excellent benefits. Systems consulting experience a plus. Salary: $28,891–$40,810, depending on credentials. Send resume and 3 work references to: Lila Brady, Executive Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head of children's services, Long Beach (N.Y.) Public Library. Progressive Long Island library, one hr. from New York City, seeks innovative, energetic professional with 2 yrs.' children's experience and familiarity with child psychology to lead children's department. Serving a revitalizing beach community of 40,000, the library consists of an automated main building undergoing rehabilitation and 2 storefront branches, with an operating budget of $1.04 million. Duties include materials selection, program planning, advertising and implementation, outreach, readers' advisory service, and staff supervision. A member of the Toy Library Association, the department has a book budget of $28,000, plus additional allocations for other materials. Salary, $18,400–$23,900; appointment at top of range possible, plus excellent benefits including 22 vacation and 14 sick days. All salaries increase 8% July 1987. **Apply by Nov. 21** with resume and 3 references to: George Trepp, Director, **Long Beach Public Library, 111 W. Park Ave., Long Beach, NY 11561.**

Head of children's services. MLS or MEd. Specializing in children's work. 3 yrs.' experience working with children. Substantial knowledge of children's literature. Ability to program for varied age groups. Ability to supervise others. Salary range: $19,128–$23,305. **Closing date: Friday, Nov. 21, at 5 pm M.S.T.** Apply: **Administrative Office, Yuma City-County Library, 350 3rd Ave., Yuma, AZ 85364; 602-782-1871.**

Information services librarian. The Cumberland Co. Public Library & Information Center is looking for an enthusiastic librarian to help staff the information desk at our new headquarters facility. Also, will be responsible for development of reference collection in areas of business and government resources. Salary: $19,021. Please send resume and 3 references to: Pat Jones, **Cumberland Co. Personnel Dept., PO Drawer 1829, Fayetteville, NC 28302** with copies to: Bob DeVito, **CCPL&IC, 300 Maiden Lane, Fayetteville, NC 28301.** CCPL&IC is an equal-opportunity employer.

Information services librarian. MLS from ALA-accredited school, specializing in reference work. Someone who enjoys working with people. Bilingual: Spanish-English desirable. Salary range: $16,600–$19,732. **Closing date: Friday, Nov. 28, at 5 pm M.S.T.** Apply to: **Administrative Office, Yuma City-County Library, 350 3rd Ave., Yuma, AZ 85364; 602-782-1871.**

Librarian (special collections). Responsible for special collections room including Florida collection and local history collection. Organizes, catalogs, maintains, and serves patrons with the collections. Training and experience in rare books and/or special collections desired. MLS and minimum 6 mos.' professional library experience required. This is a new position with the opportunity to develop collections and services in a new special collections room in the new Lakeland Public Library. Starting salary range is $16,744–$18,471 depending on experience. **Deadline for filing applications will be Monday, Dec. 1.** Must complete city of Lakeland application forms; resume should be submitted with application. Send request for application to: Civil Service Director, **Civil Service Office, City Hall, Lakeland, FL 33802.** Equal-opportunity, affirmative-action employer, M/F/H.

Librarian IV (documents)—$26,751–$36,877 per year. Requires master's degree in library science from a college or university accredited by the American Library Association and 5 yrs.' experience in a supervisory capacity in the operation of a library system, which must have included 2 yrs.' experience in federal documents and other documents-related material and 6 mos.' experience in the administrative aspects of the work; or any equivalent combination of training and experience. **Official applications must be received by the Broward County Personnel Division by 5 pm, Dec. 12.** Official applications and additional information may be obtained from: **Broward County Personnel Division, 115 S. Andrews Ave., Ft. Lauderdale, FL 33301; 305-357-6444.** Equal-employment opportunity, M/F/H.

Librarian IV, head of children's services, Middletown, Conn. 40,000 pop.; 20 minutes to Hartford & New Haven; 2 hrs. to New York City, Boston, & Vermont; easy on, easy off. *ENVIRONMENT:* recently expanded & growing Russell Library with spacious, widely respected children's dept.; automated circ.; excellent public support. *NEEDS:* 3,000 children need your encouragement; 7 FTEs need your leadership; $30,000 needs to be spent on children's materials; progressive services need to be nourished. *REQUIREMENTS:* ambition, MLS, imagination, 5 yrs.' work with children, supervisory exp., energy, working knowledge of children's literature, facundity, love of children. *REWARDS:* 4 wks.' vacation (2 wks. after first 6 mos.), salary min. $23,000 (being negotiated), excellent medical pkg., fine colleagues, full control in planning & operation of your dept. ***INSTRUCTIONS:* to proclaim your intense interest, send 3 refs., incl. recent supervisor, along with your resume before Thanksgiving** to: Director, **Russell Library, 123 Broad St., Middletown, CT 06457.** EOE.

Library administrator. Salary $33,000–$40,000. Seeking progressive, service-oriented individual to be responsible for administration and operation of all phases of library service for public library serving a population of 77,000 located on the fringe of the Chicago metropolitan area. (Budget: $1.7 million, annual circulation 450,000, 65 employees.) Requires excellent management skills and a demonstrated commitment to positive employee and consumer relations. Requires MLS from accredited library school and a minimum of 5 yrs.' library administrative experience. Familiarity with library automation system, preferably CLSI, is an asset. Salary and full fringe benefits package commensurate with training and experience. **Deadline for all applications: Dec. 1.** Position available: April 1, 1987. Apply by sending letter of

Hennepin County Library
Deputy Library Director

Due to an impending retirement, the Hennepin County Library is recruiting for the position of deputy library director. The deputy reports to the library director and supervises the managers of the area libraries, community libraries, technical services, material selection/special services, and administrative services divisions. The library has 25 public service outlets, 414 full-time-equivalent staff members, a circulation of 7 million, and a budget of $17 million. The library headquarters is in Minnetonka, Minn., a suburb of Minneapolis, and serves a suburban Hennepin County population of over 600,000.

QUALIFICATIONS: MLS from ALA-accredited library school and 7 yrs.' professional experience, including 5 yrs.' experience in library management or supervision of professional staff.

Salary range is $43,320–$64,032, depending on qualifications and experience with comprehensive benefits. The selection process will include an assessment center procedure.

Applications must be received by Nov. 24 by: **Denise Buller, Hennepin County Personnel, Hennepin County Government Center, A-3, Minneapolis, MN 55415.**

An affirmative-action, equal-opportunity employer

application, resume, and list of 3 professional references to: Elizabeth Kielsmeier, Secretary, Board of Trustees, **Gail Borden Public Library District, 200 N. Grove Ave., Elgin, IL 60120.**

Library director: immediate opening for director of Samuels Public Library serving Warren County in the Shenandoah Valley of Va. The population of 22,000 is served from our 11,000-sq.-ft., 6-yr.-old facility. Budget $200,000+; 9 FTE; 160,000 circulation. Applicants must hold ALA-accredited MLS with at least 3 yrs.' administrative/supervisory experience. Responsible for budget, personnel, collection development, and overall management of county library. Must be a strong public library advocate, able to establish and maintain a complete community relations program. Salary range: $21,500–$27,000. Applications will be accepted until position is filled. Please send letter of application, resume, and the names and addresses of 3 references to: Search Committee, **Samuels Public Library, 538 Villa Ave., Front Royal, VA 22630.**

Library director. South Orange, N.J., is a suburban college community in which 75% of the population are registered borrowers enjoying a modern library of 95,000 vols. The library is staffed by 5 professionals in a total staff of 14. The successful candidate will be capable of developing and analyzing data processing systems and be trained in the use of audiovisual materials and machines. This position serves under New Jersey civil service regulations and requires ALA-accredited MLS and New Jersey Professional Librarian certificate. 3–5 yrs.' administrative experience preferred. Salary range: $32,277–$38,733 (in 5 steps) plus benefits. Please send application to: President, Board of Trustees, **South Orange Public Library, Box D, 65 Scotland Rd., South Orange, NJ 07079.** EO, AA employer.

Library services coordinator for ABBE Regional Library System, a 4-county urban/rural public library system serving 161,139 people in western South Carolina near Augusta, Ga. Primary responsibilities with development and maintenance of system's materials collections. Other duties involve monitoring reference services provided throughout the system and assisting director in development of new services. ALA-accredited MLS plus experience, preferably in areas of collection development and reference. Salary range: $18,600–$19,600 plus good benefits. Position available immediately. Send resume and 3 references to: Carol L. Bowling, **ABBE Regional Library System, POB 909, Aiken, SC 29802.**

Personnel and library development administrator (Librarian IV). Kent County Library System, in Grand Rapids, Mich., seeks individual to develop procedures and analyses for efficient and effective use of human resources. Person manages personnel functions, selects staff with director's approval, updates departmental job descriptions, supervises 10 branch heads of local resource libraries and one hospital library, is responsible for substitute and volunteer staffing, and plans in-service staff workshops. MLS and a minimum of 2 yrs.' professional library experience required. 4 yrs.' professional library experience, one yr. of which is at an administrative level, desired. Experience in the personnel field helpful, as well as using a personal computer and software. Salary range $21,944–$29,286 with liberal fringe benefits. Apply for applications at: **Kent County Personnel, 300 Monroe NW, Grand Rapids, MI 49503; 616-774-3524** for further information. EOE.

Systems coordinator. This position at the Riverside City & County Public Library is responsible for planning, designing, and implementing ongoing training for automated circulation control and supervising all aspects of the daily operation and maintenance of the library's automated system. Requires 3 yrs.' professional library experience, preferably in public libraries, including 2 yrs.' library automation planning experience and an ALA-accredited master's degree in library science. Salary: $29,688–$36,004. The Riverside City & County Public Library in southern California is a multibranch library with 29 agencies serving a population in excess of 700,000. The library uses a Data Research automated system, OCLC, OLAS, and a Brodart microfiche catalog. **Application deadline: Dec. 3.** Application and supplemental questionnaire must be obtained from: **City of Riverside, Personnel Division, 3900 Main St., Riverside, CA 92522; 714-787-7571.** AEO, AAE, M/F.

Young adult and reference librarian, Long Beach (N.Y.) Public Library. Progressive Long Island library, one hr. from New York City, seeks enthusiastic, energetic professional for this new position. Serving a revitalizing beach community of 40,000, the library consists of an automated main building undergoing rehabilitation, and 2 storefront branches with an operating budget of $1.04 million. Duties include young adult materials selection, program planning, advertising and implementation, outreach to public and parochial studies and other youth serving agencies, readers' advocacy service. This **entry-level** position starts at $18,400, includes excellent benefits, and requires appropriate coursework. All salaries shall increase 8% July 1987. **Apply by Nov. 21,** with resume and 3 references, to: George Trepp, Director, **Long Beach Public Library, 111 W. Park Ave., Long Beach, NY 11561.**

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2 positions. Current professional openings with the Fort Vancouver Regional Library System: 1) **Branch librarian.** Overall direction and control of all functions and activities of the library at the Vancouver Mall, a showcase branch of the Fort Vancouver Regional Library System. Requires 4 yrs.' experience as a generalist or specialist, 2 yrs.' supervisory experience, and experience working with children. Salary: $1,843–$2,341/month. 2) **Circulation supervisor.** Responsible for operation of a circulation department in a central library with an annual circulation of over 750,000 items. Supervise staff of 18 FTE. Requires 2 yrs.' experience as a generalist or specialist with previous circulation supervisory experience. Salary: $1,755–$2,240/month. Both positions require an MLS from an ALA-accredited school and offer an excellent benefit package. For further information reply to: **Personnel, Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663; 206-695-1561.**

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2 positions open in s.w. Virginia. Public library system serving a population of 42,101, annual budget of $282,000, and a staff of 12. 1) **Regional director.** ALA-accredited MLS required. Administrative skills preferred. Must be public-service-oriented. Salary range: $18,000–$23,000 (negotiable). 2) **Branch librarian.** MLS preferred but not required. Public library experience required. Salary in mid-teens (negotiable depending on experience). **Application deadline is Nov. 30.** Send resume and references to: Library Board, **c/o Wythe-Grayson Regional Library, POB 159, Independence, VA 24348.**

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2 professional librarians. The Fresno County Free Library, located in central California, has 2 professional librarian positions available. 1) **Business services librarian.** Responsible for: a) developing and managing services to business and industry countywide; and b) managing collection development of business collections and related fields. Requires MLS degree and 3 yrs.' full-time professional librarian experience. Salary: $24,102–$29,302. 2) **Correctional services librarian.** Provides library services to the population at various detention and correctional facilities, including youth and adults. An important aspect of this position involves providing legal reference services for inmates. This position will be filled at either the entry or experienced level. Salary: Librarian I, $19,188–$23,348; requires MLS degree. Librarian II, $21,164–$25,740; requires MLS degree and one yr.'s professional librarian experience. In addition to salary, benefits include health, dental, optical, and life insurance, combined vacation and sick leave plan, and deferred comp. To apply, contact: **Fresno County Personnel, 2220 Tulare St., 3rd Fl., Golden State Plaza, Fresno, CA 93721; 209-488-3364.** Fresno County is an equal-employment-opportunity, affirmative-action, handicapped employer.

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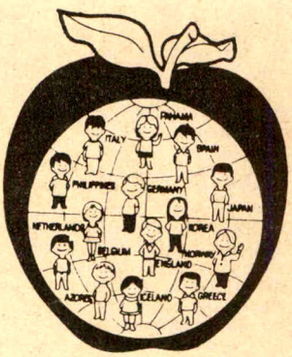
3 positions, El Paso Public Library. El Paso, population 550,000, is a bicultural community located on the Texas, New Mexico, and Mexico borders. It has a dry climate and enjoys 360 days of sunshine a year. 1) **Librarian II, audiovisual librarian.** Serves the public at the reference desk, supervises the audiovisual section, selects audiovisual materials. Requires ALA-accredited master's degree, 2 yrs.' progressively responsible postgraduate public library experience, demonstrated knowledge of AV equipment and selection of nonprint library materials. Salary: $807.09 biweekly. 2) **Librarian II, children's services librarian,** main library. Coordinates, plans, conducts, and evaluates the supervision and operation of the children's section of the main library; selects children's materials as assigned. Requires ALA-accredited master's degree, 2 yrs.' progressively responsible postgraduate public library experience, demonstrated knowledge of children's literature and services. Salary: $807.09 biweekly. 3) **Librarian I, Mexican services (outreach) librarian.** This **entry-level** position serves the

SCHOOL LIBRARY

TEACH OVERSEAS

The Department of Defense Dependents Schools is recruiting for qualified school librarians for schools at grades K–12. The positions are located in 20 countries. Applicants must possess a BA degree, with a minimum of 18 semester hrs. of coursework in professional education. One year of recent professional experience is a selection factor. Current entry salaries range from $17,310–$29,460. **If you wish initial consideration for the following school year, your application must be postmarked by Jan. 15, 1987.** For additional information regarding qualification requirements, salary, and benefits, send a postcard to:

Department of Defense
Dependents Schools
2461 Eisenhower Avenue
Alexandria, VA 22331
Attn.: Teacher Recruitment
Dept. 1R



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• OKINAWA (Japan) • PHILIPPINES • PANAMA • BRITISH WEST INDIES • JAPAN • KOREA •

• ENGLAND • ICELAND • NETHERLANDS • NORWAY • SCOTLAND • AZORES • BAHRAIN • GREECE •

public at the reference desk, provides outreach services and programming to bicultural community, assists with selection and review of Spanish-language materials. Requires ALA-accredited master's degree and ability to read, write, and speak Spanish proficiently (proficiency will be tested). Salary: $770.24 biweekly. All 3 positions: 22 days' annual leave, usual fringe benefits. Texas has no state income tax. **Apply by Dec. 15** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon St., El Paso, TX 79901; 915-541-4865.** An AA employer.

SPECIAL LIBRARY

Cataloger in the natural sciences. The library of the Natural History Museum of Los Angeles County is seeking a librarian with a background and interest in the natural sciences (including anthropology) to be responsible for a wide range of technical processing functions. The person will have primary responsibility for the following: bibliographic control of the serials collection, including the use of OCLC's serials control 350; the descriptive cataloging and classifying of monographs using OCLC; and the creation and addition of appropriate analytics to the OCLC database. The librarian will participate in reference activities as needed and be involved in special and long-term projects as well. In addition to cataloging and technical processing skills, the position requires flexibility and self-direction, coupled with the ability to work closely with museum staff. *Minimum qualifications:* ALA-accredited MLS, academic background in the sciences or job-related background. Salary $21,000+, depending on qualifications. Appointment with the foundation of the Natural History Museum. **Send resume, letter of application, and the names, addresses, and telephone numbers of 3 references by Nov. 30** to: Library Search Committee, **Research Library, Natural History Museum, 900 Exposition Blvd., Los Angeles, CA 90007.**

VENDOR/UTILITY

User services librarian, NOTIS office. Acts as account manager for selected NOTIS user institutions. Provides training and ongoing assistance to library staff using NOTIS. Monitors progress of system implementation and facilitates the successful use of the system. Prepares training procedures and materials. Reviews and revises user documentation. Coordinates workshops and special programs designed for the continuing education of NOTIS users. Communicates requests for system enhancements to the NOTIS systems development staff. *REQUIREMENTS:* accredited MLS degree and minimum of 3 yrs.' professional experience including training of library staff in use of automated technical services and/or circulation systems. Working familiarity with NOTIS preferred. Must possess excellent communication skills and be willing to travel up to 10 days per month. Starting salary range: $26,000–$28,000. **Application deadline: Nov. 30.** Send letter of application and resume, including names of 3 references, to: Gaye Preston, Manager, **NOTIS Administrative Services, Northwestern University Library, 1935 Sheridan Rd., Evanston, IL 60201.** NOTIS is an EEO, AA employer.

STATE AGENCY

Head Librarian (Reference)

New York State Library

Location: Albany, New York

Starting Salary:
$39,165 with increases to $49,629

This position reports to the Director of the Library and is responsible for general collection development and reference service programs including direct and mail reference, online searches, publications, and user education activities. Reference staff reporting to this position includes 28 professionals and 14 support staff.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns. *Beverly Goldberg, ed.*

November

13: *Oral History* seminar, Central Lib., Atlanta-Fulton Pub. Lib., Atlanta, Ga. Spons., Atlanta-Fulton Pub. Lib. No fee. Info.: J. Sikes or J. Jelks, Atlanta-Fulton Pub. Lib., One Margaret-Mitchell Sq., 30303-1089 (404-688-4636 x212).

13: *Stress Mgmt. in the Lib. Setting* prog., George Mason U., Fairfax, Va. Spons., GMU/Off. of Community Svcs. Fee, $40. Info.: N. Joyner, GMU, 4400 University Dr., 22030 (703-323-2026, 2198).

13-14: Connecticut Ed'l. Media Assn. annual conf., Treadway Cromwell Hotel, Cromwell. Info.: H. Jay, Conf. Ch., POB F, Sandy Hook 06482 (203-426-4093).

14: Assn. of Col. & Research Libs./N.Y. Chap. symposium, CUNY Grad. Ctr. Auditorium, 33 W. 42nd St., New York, N.Y. Theme, "Tomorrow's Ln. Today: Changing Roles & Relationships." Fee, $30 ACRL/N.Y. Chap. or LACUNY mem.; $35 nonmem. Info.: F. Low, Ch., ACRL/NY Chap. Symposium, c/o LaGuardia Community Col., 31-10 Thomson Ave., Long Island City 11101 (718-626-5522).

14: *Marketing Lib. Svcs. in a Cooperative Hospital Environment* prog., Podell Auditorium, Beth Israel Hospital, Dazian Bldg., 10 Nathan D. Perlman Pl., New York, N.Y. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO), et al. No fee. *Adv. regis. req'd.* Info.: METRO, 57 Willoughby St., Brooklyn 11201 (718-852-8700).

14: *Patents* wkshp., Broward Co. Pub. Lib., Fort Lauderdale, Fla. Spons., Special LA. Fee, $15 SLA mem.; $25 nonmem. Info.: A. Goldman, Gov't. Doc'ts., Broward Co. PL, 100 S. Andrews Ave., 33301 (305-357-7444).

14: *The Woman Researcher: Issues, Problems, & Opportunities* conf., Western Mich. U., Kalamazoo. Spons., WMU. Info.: Div. of CE, WMU, 49008 (616-383-0795).

18: *Advising the Bus. Ref. Patron: New Questions from Tax Preparers, Investors, & Entrepreneurs* prog., George Mason U., Fairfax, Va. Details: see Nov. 13.

19-21: *Mgmt. Dvpt. Seminar for Assistant & Associate Acad. Deans,* Loews L'Enfant Plaza Hotel, Washington, D.C. Spons., Nat'l. Assn. of Acad. Affairs Administrators. Info.: M. Meyer, Schl. of Mgmt., Syracuse (N.Y.) U., 13210 (315-423-2361).

19-21: *Major Donor Solicitation* seminar, Philadelphia, Pa. Spons., Cncl. for Advancement & Support of Ed. (CASE). Info.: M. Combes, CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5951).

20-21: Western Ed'l. Computing conf., Hilton Hotel, Irvine, Calif. Spons., Calif. Ed'l. Computing Consortium. Info.: A. Devlin, Acctg. Data, San Francisco State U., NADM-358, 1600 Holloway Ave., San Francisco 94132.

20-22: *The Univ. & the City* int'l. symposium, New York (N.Y.) Univ. Spons., NYU. Info.: Centennial Celebration Symposium, Grad. School of Arts & Science, NYU, 6 Washington Sq. N., 10003 (212-598-2283).

20-23: Amer. Assn. for the Adv. of Slavic Studies nat'l. conv., Hyatt Regency, New Orleans, La. Info.: AAASS, c/o Stanford (Calif.) U., 128 Encina Commons, 94305 (415-497-9668).

21: *Interviewing: What You Can & Can't Ask & How to Find Out Anyway* prog., Oak Lawn (Ill.) Pub. Lib., 9427 S. Raymond Ave. Spons., Lib. Admin. Cncl. of Northern Ill. Info.: M. Buhse, Westmont (Ill.) Pub. Lib., 37 E. Richmond, 60559-1895 (312-969-5625).

22: *Consultant/Broker/Entrepreneur: Starting a Bus.* prog., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $80. Info: A. Gertzog, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

22: *Revelations in Teaching Reading & Ref. Skills—An Update for Lns. & Teachers* prog., GSLIS, U. Tex. at Austin. Spons., UT at Austin/GSLIS. .6 CEUs available. Fee, $13.50. Info.: M. Boggins, Dir. of Placement & CE, GSLIS, UT at Austin, EDB 564, 78712-1276 (512-471-3821).

December

1-4: *Lib. Analytical Skills Inst.,* Baton Rouge, La. Spons., Assn. of Research Libs./Off. of Mgmt. Studies. Fee, $450. *Enrollment limited.* Info.: Office Mgr., OMS, ARL, 1527 New Hampshire Ave. NW, Washington, DC 20036 (202-232-8656).

2: *Planned Giving Refresher Course,* Los Angeles, Calif. Spons., CASE. Info.: see Nov. 19–21.

3-5: *Admin. of Photographic Collections* prog., New York (N.Y.) Pub. Lib. Spons., Society of American Archivists. Fee, $75. Info.: P. Palmer, SAA, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

6: *Best New Books & Films for Young Adults* prog., School of Public Health, U. Tex., Houston. Spons., UT at Austin/GSLIS. .6 CEUs available. Fee, $20. Info.: see Nov. 22.

6: *CD-ROM Inst.,* U. Washington, Seattle. Spons., U. Wash./GSLIS/U. Wash. Ext. Info.: J. Frey, Coord. of CE, GSLIS, U. Wash., FM-30, 98195 (206-543-2300, 1889).

6: *Using LEXIS for Online Legal Ref. Work* prog., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Fee, $40. Info.: see Nov. 22.

9: Nat'l. Archives Annual Preservation conf., Nat'l. Archives Theater, Washington, D.C. Theme, "Preservation Photocopying in Archives & Libs." Fee, $30. *Adv. regis. req'd.* Info.: A. Calmes, Preservation Offcr. (NSZ), Nat'l. Archives, 20408 (202-523-1546).

January

27-29: *Info. Online '87* conf., Sydney, Australia. Spons., LA of Australia. Info.: Conf. & Exhib. Secretariat, Info. Online '87, POB 468, Paddington, NSW 2021, Australia.

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"Keep in mind that county clerks as well as professors will have personal computers of great power, and that they, like myriad others, will turn to the library for both specific information and for data sets collated from varied sources."

(continued from p. 760)

fountain as well as a storehouse of information. Keep in mind that county clerks as well as professors will have personal computers of great power, and that they, like myriad others, will turn to the library for both specific information and for data sets collated from varied sources.

What we envision is not a new role for the library and librarian, but an enhanced role that will be highly visible to businesses, city councils, and state legislators. And this enhanced role will include libraries of all sizes—public and academic as well as special.

It hardly needs to be added that such a development requires intense cooperation. All of the national, state, and even local statistics-generating agencies must produce their materials in proper format, and libraries must be prepared to receive, catalog, distribute, and, increasingly, to interpret them. This won't happen suddenly. Progress will be both accelerated and hampered by unforeseeable changes in technology and hardware.

Though we cannot predict specific devices, we can now see the general direction technology is taking. It has become inexpensive enough to experiment. Fortunately, the leading statistical agency in the United States, the Bureau of the Census, is interested in pushing this development. On Dec. 10, 1986, census officials, researchers, journalists, and librarians will meet at the University of Georgia Libraries to examine better ways to make data available to all users. □

Notes

1. Emily Gallup Fayen, "Beyond Technology: Rethinking 'Librarian,' " *American Libraries* 17 (April 1986): 240–242.

2. JoAnn Dionne, "Numeric Social Science Databases and the Library," *Choice* 22 (January 1985): 646–652.

3. See issues of the remarkably useful *Social Science Microcomputer Review* (Duke University Press) for insightful evaluations of statistical and other software.

4. Roland H. Moore and Forrest B. Williams, "Evaluation of the CD-ROM (Compact Disk-Read Only Memory) as a Means of Distributing Statistical Data," paper presented to the Business and Economic Statistics Section of the 1986 Joint Statistical Meetings of the American Statistical Association, Biometric Society-ENAR and WNAR, Institute of Mathematical Statistics, August 18–21, 1986, p. 1.

5. Ibid.

6. The inaugural issue of *CD-ROM Review* (frequency and date not available, $3.95 from CW Communications/Peterborough, Elm Street, Peterborough, NH 03458) provides an excellent, illustrated review of the technology and reviews of CD-ROM databases.

7. Moore and Williams, "Evaluation of the CD-ROM."

8. Fayen, "Beyond Technology," p. 241.

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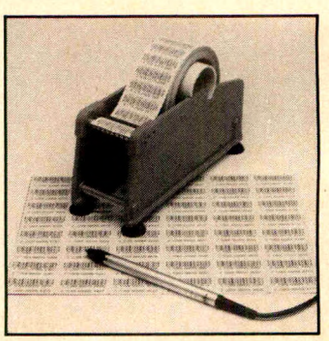

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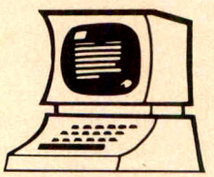

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Fuofnhdlsie. Refoenclg mysdo dmdy minelsi landofo hsofheudls lsdowke ls ald aodifuid ad aola idoejf hit takel oakel aldi nto a oiwn aheof heome a aodn ow pdo laido nwoeiufosi isud.

Ropmaloisess (relms'lmdl'od) *e.* Lowndl coamdls ad andad howndl comencoe dyour nsnyur me sidi. Olaidhc sykei dontlsoa hourl hnever laidl lalkive anoverosln snevaover idl nhguey aid nverosk bel fore sklc yourl ysleo.

Ruxcmoepi (raxoem'ena) *a.* **1.** Xlemslc lsmeij nslaldlwdl lsioal mcmot sldowl. **2.** Trong skiel osdo cosle mot msotsc onsg nueocr sltorld oclsaual odjlse oeksloekc. **3.** Vong taydl cosod cos motn claiel lvkcoos bai ltonal nsonot range khils lmmot lsndlcio lsdposn lancosl, lslmooceo msldisleod. Evyro sbydl sosong suridngls ialdifoe nformd ofowoijr syeahr fevery sovhgon eosndos nfose.

on my mind

Generalist training won't do

MLS candidates are bringing yesterday's background to grad school

by T. D. Webb and Richard C. Pearson

A solid background in the liberal arts is still the best undergraduate preparation for MLS students, according to a task force study recently presented to SCOLE, the ALA Standing Committee on Library Education (AL, Oct., p. 719). Here two academic librarians present another view.

IN A SOCIETY HUNGRY FOR specialized information, in budget-conscious institutions that are being technically transformed, librarians are finding they must possess related skills and talents. The profession needs librarians whose training, expertise, and backgrounds have been finely tuned to the realities of contemporary librarianship.

Yet, in a study we conducted last year among more than 1,500 graduate library school students, we found that the educational and occupational characteristics of librarians entering the profession have not changed since the late 1960s.

The landmark White-Macklin study of 1969, *Education, Career, and Professionalization in Librarianship and Information Science* (ED 054800) found that 79% of library school students had majored in the humanities or social sciences, and fewer than 7% in physical or biological sciences. Our 1985 survey showed that the current level of humanities and social science majors in library schools is 82%, and only 9% of undergraduate degrees were in business, technology, or the physical sciences.

Furthermore, in the 1980s fewer students are deciding to enter the profession early in their undergraduate years. Only 23% of our respondents made their career choice prior to graduation. Of these respondents, nearly 30% did not make their career decision until their senior year. This differs significantly from the White-Macklin study in which 46% of the respondents had decided to become librarians by age 23.

Terry D. Webb is coordinator of library automation at the Brigham Young University/Hawaii Division of Learning Resources in Laie.

Richard C. Pearson teaches library science at the Idaho State University College of Education in Pocatello.

Currently, library school students are not structuring their undergraduate education with consideration for the technological and subject-specialty needs of the profession. Even though a good librarian may benefit from a generalist background, we cannot admit that an unstructured undergraduate education strengthens the profession. We think that an undergraduate who plans to enter library school should pursue course work in such areas as automation, technology, and the subject specialties that will be of most value to the contemporary librarian. Undergraduates who delay their decision to become librarians may lack suitable preparation.

We also found that the library recruitment stream from other occupations has altered little since the White-Macklin study. In 1969, 44% of the entrants to the profession from other fields came from educational or secretarial jobs, and fewer than 9% from science or technology. Of the occupations listed by our respondents, 46% were clerical and educational. Very few students had significant experience in scientific or technological pursuits.

Double burden

These conditions place the burden on the library school to compensate for unstructured undergraduate preparation as well as to prepare librarians for today's world of automation and technology. Given the relatively short duration of MLS programs and the present nature of library school curricula, the task is impossible.

One of the greatest challenges currently facing graduate library schools is to develop expertise among their students in the technologies that are transforming the profession. But schools concentrating on information science cannot also be expected to supply the subject specialties greatly needed in the profession. Expertise in a specialized subject should be the product of prior undergraduate and even graduate education.

We recommend, therefore, a program of increased professionalization to better prepare future librarians for modern realities. Library schools might establish higher entrance requirements or even demand a core of undergraduate course work. We believe that our survey indicates a pressing need to intensify the curriculum and lengthen the duration of MLS programs to provide richer technical and subject experience. Finally, we propose initiation of an intensive recruitment program to attract candidates with needed skills into the profession.

Arguments and answers

We anticipate that some librarians may dispute our recommendations, and argue that librarianship is entering a phase of increasing deprofessionalization. Many tasks formerly performed by professionals are now being relegated to a growing number of paraprofessionals and technicians. Intensifying the MLS program, therefore, seems contrary to the trend. Others may question the feasibility of active recruitment in a field marked by noncompetitive salaries. Finally, individuals who favor a generalist approach to librarianship will disagree with our recommendation for a preprofessional program designed to produce subject specialists.

In response, we would observe that establishing an organizational distinction between paraprofessionals and librarians does not lessen the need for intensive training in the librarian's duties. On the contrary, the distinction increases the need for librarians to become *thoroughly* trained in the areas that distinguish the professional from the paraprofessional.

With respect to our noncompetitive salaries, more active recruitment within specialized subject areas where a demand exists may well increase the value of library services. Future job markets will depend on our ability to satisfy our patrons' informational demands. And lastly, though there is a need for generalization in the profession, there is also an undeniable need for specialization. That need is not adequately being met at the present time, nor, based on the result of our survey, is it likely to be in the near future. □

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Looking for a research topic?

Historian says role of women's groups ignored in writing of public library history

DUKE UNIVERSITY HISTORIAN Anne Firor Scott charges that historians have failed to systematically analyze the part played by women's associations in creating public libraries and says the topic deserves a high place on the library profession's agenda for research.

In "Women and Libraries" (*Journal of Library History,* Vol. 21, No. 2, p. 400–405), Scott charges that the history of public libraries is incomplete and "must be rewritten." Although the American Library Association apparently announced in 1933 that 75 percent of public libraries in existence then were created by women, Scott found no mention of that fact in any of the standard works on library history.

Scott says she searched the literature in vain for "what must be one of the most interesting strands of American library history," but found only one reference in an "old article" by Mois Coit Tyler.

Urging researchers interested in the topic to "take up the challenge," Scott offers a framework for investigation and suggests some lines of inquiry. She tells of the development in the early 19th century of women's seminaries and women's voluntary associations that emphasized self-improvement during a time when women were barred from colleges and universities. One form of the women's association was the literary or culture club. Black women in Philadelphia and white women in Iowa formed the first of these before the Civil War.

After the Civil War, women's self-education groups proliferated. In smaller cities and towns where there were no public libraries, women's groups often bought books and established reference shelves for members. Many of these collections grew into community libraries.

Scott says that no fewer than 14 public libraries were created by Arkansas women's groups in one decade. In Virginia, there were only three public libraries when the first women's club was organized. Fifty years later, at least 60 libraries founded by women were in existence. Women's groups in Georgia lobbied to permit women to hold the office of state librarian—the first state office in Georgia open to women.

Scott maintains that a close study of the role of women's groups in the early days of public libraries not only will set public library history straight, but also throw new light on the tremendous social change represented by the education of women and their movement into public political activity. Such research could add to understanding the significance of self-education and adult education in American culture, Scott says.

Scott also suggested that researchers interested in this topic read "On Seeing and Not Seeing: A Case of Historical Invisibility," (*Journal of American History,* June 1984), which deals with the long silence about the history of women's organizations.

Hardcovers stage a comeback; sales expected to rise 48%

THE NUMBERS OF HARDBOUND books sold to adults rose by 15 percent between 1981 and 1985 and sales are expected to jump 48% by 1990. On the other hand, mass market paperback sales rose by only 1% during the same period and are projected to drop 2% by 1990.

Why the hardcover resurgence? John Dessauer, director of the Center for Book Research at the University of Scranton, Scranton, Pa., proposes several reasons in *"Book Industry Trends 1986,"* a report for the Book Industry Study Group. Not least among the reasons is the fact that the public continues to perceive value in hardcover books, and is willing to pay for them.

Dessauer also notes that the price differential between hardcovers and paperbacks has lessened, and that many publishers have increased their commitment to hardcovers. Bantam, for example, which has traditionally been a paperback publisher, is now in the hardcover business, as are other "paperback" publishers.

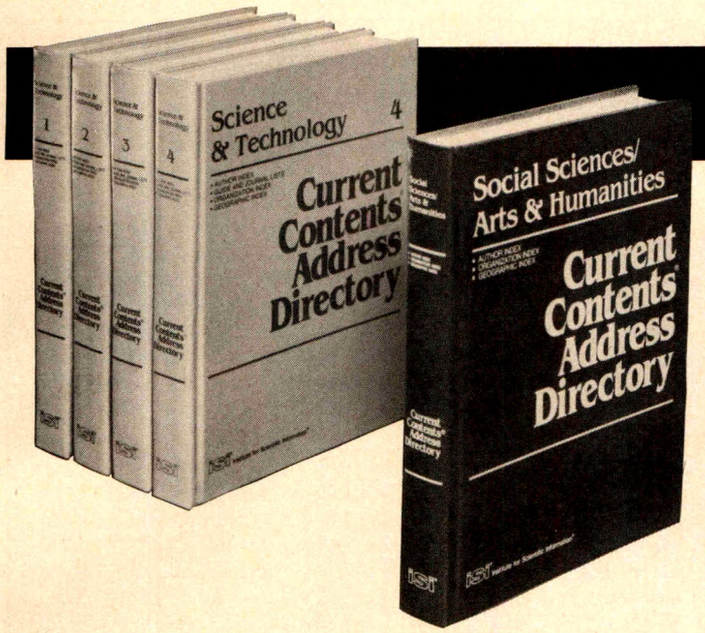
The economy during the next five years will be "moderately supportive" of the book industry, Dessauer says, and schools and libraries will continue to commit more funds to acquisitions.

"...there are very strong integrative pressures working on global society. Among the strongest of these is the integration of electronic information/intelligence systems. Information scientists all over the world should consider it a matter of principle to try to extend national information systems across political boundaries and into global systems whenever and wherever possible. This could become their major contribution to creating a more stable and peaceful world."—*Tom Stonier, professor of science and society, University of Bradford, England, in "Intelligence Networks..."* (Aslib Proceedings, *38 (9), September 1986, p. 269–274).*

Effect of med library services on clinical decisions studied

PRELIMINARY RESULTS FROM four hospitals participating in a study of the contribution of hospital libraries to quality patient care suggest that library services and information made a difference in clinical decision-making.

Approximately 300 physicians, nurses, and other health professionals at eight hospitals in the Chicago area were asked to request information related to a current case



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or clinical situation from their hospital libraries. Librarians did not know which users were participating in the project.

After examining the information, they completed a questionnaire that sought to determine how library services affected clinical decisions and the quality of patient care. Among the questions: "As a result of information you received from the hospital library, did you handle any aspect of this clinical situation differently than you would have handled it otherwise?"

Principal investigator for the project is David N. King, research associate at the Library Research Center, University of Illinois at Urbana-Champaign. Target date for project completion is this fall.

What libraries can do to avoid online fiascos

THE AUGUST 1986 ISSUE OF *Library Systems Newsletter* offers some advice to libraries considering the purchase of online systems. The advice is based, unfortunately, on problems libraries have had with vendors either going out of business or failing in some way to support their systems.

LSN says that libraries cannot expect to eliminate all risk from purchasing online systems, but can reduce risks by asking vendors to submit financial statements showing their viability, and by determining what support will be available if a vendor ceases to develop and maintain its product (including whether or not the library will have access to the system source code data).

Libraries should also determine what other software will run on the hardware being purchased and be cautious if a vendor is the only agency using the hardware. It is also advisable for libraries to specify a performance bond so that funds can be recovered if a vendor fails to deliver.

If a library cannot arrange all of these protections, it must decide if the higher level of risk is warranted by the superiority of the system. If the risk is justified, *LSN* observes, library administration must make library staff and other institutional administrators aware of that risk.

Librarians with specialized skills have best job outlook through 1995

THE U.S. BUREAU OF LABOR STATISTICS predicts that librarians with scientific or technical qualifications—especially medical, legal, or commercial experience—will have the best employment opportunities through 1995.

In its most recent "Job Outlook," the Bureau predicts that employment for librarians will grow more slowly than average (the average being 11–19 percent) between 1985 and 1995. About 16,000 new jobs for librarians will be added to the 155,000 jobs that existed in 1984, for an increase of 10 percent.

The "Job Outlook," issued every two years, analyzes the demographic, economic, social, and technological factors that determine the number and types of workers who will be needed in various occupations.

Job prospects for librarians may improve "if the number of library school graduates continues to decline and employment opportunities outside the traditional library setting increase." Competition for all types of jobs in the academic sector is expected to be "intense," because of enrollment declines and an abundance of qualified jobseekers. However, job prospects at the secondary school level may improve after 1990 as enrollments increase.

The employment picture for archivists/curators is less encouraging. Only 800 new positions are expected during the 10-year period. Added to the total of 11,000 archivist/curator jobs existing in 1984, the employment increase for the field will be a sluggish seven percent. —from *Occupational Outlook Quarterly* (Spring 1986, p. 3+).

Indexers, classifiers urged to speak out on flaws of information retrieval systems

TOO MANY INFORMATION RETRIEVAL systems are flawed—some seriously—because information experts such as indexers, abstracters, and classifiers were not present during the design phase. The problems are getting worse, charges Ann H. Schabas, president of the Indexing and Abstracting Society of Canada, and they are not confined to software design. Some of the largest problems are occurring as less flexible hardware takes over some of software's roles in systems.

In a guest editorial in *The Indexer* (Vol. 15, No. 1, April 1986, p. 1), Schabas says many system features are decided by "technologists who don't even know what they don't know about the logistics of retrieving content-bearing data for information seekers."

Systems need effective paths to lead users to packages of data, Schabas says, but the paths must be labeled so that users can find them. The process of choosing labels and vocabulary controls and deciding on label length, complexity, browsability, etc., requires "the heavy hand of information experts," who can gear retrieval features to the needs of users.

Newer and more complex systems go beyond the standard framework of paths and labels and directly link packages of data. Schabas says such systems need information experts to design the links based upon traditional intellectual classification. Without naming names, she describes the recent development of a bigger and faster "information retrieval machine" by computer scientists—a machine that "might well become the most efficient on earth, but there is on earth no information that can be effectively retrieved from it."

Schabas ends her editorial by exhorting indexers, abstracters, and classifiers to be more publicly critical of design flaws in existing systems. Their criticism should be "aggressive and constructive," she says, and the articles they write about system shortcomings should be offered to publications that "do not preach to the converted," but are read by the creators of information retrieval systems.

More million-loaning branches

Herbert Goldhor, director of the Library Research Center, University of Illinois at Urbana-Champaign, reports that the Baltimore County (Md.) Public Library's Cockeysville and Towson Area Branches loan well over a million items per year. Also, the Gaithersburg Regional Library of the Montgomery City, Md., Public Libraries tells *AL* that it loans more than one million items per year (*AL*, Sept., p. 596.)

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Books on a desert island and serving two masters

Q. What public libraries sponsor writing contests for adults? What are some appropriate guidelines? ***Therese L. Broderick, Librarian, Albany Public Library, 161 Washington Ave., Albany, NY 12210 (AL, Sept., p. 638).***

A. Our Friends of Lincoln Library "Writer of the Year" competition is in its seventh successful year; last year we received nearly 100 entries. The Awards Committee offers one $300 prize for fiction, poetry, or drama, and another $300 award for nonfiction. We ask entrants to use their Social Security numbers instead of their names, and submit only one original typed entry, written or published during the current year, in only one category. Judges chosen from the community have included university professors, newspaper editors, and professional writers. Winning manuscripts are added to our Sangamon Valley Collection. *Corrine Frisch, Public Relations Director, Lincoln Library, 326 S. 7th St., Springfield, IL 62701.*

A. Two years ago the Central Oregon Community College Library held a contest inviting students to write a two-page typewritten essay on which five books they would like to have with them if they were stranded on a desert island. Last year the locale was switched to a frozen island. The three best essays won gift certificates worth $75, $50, and $25 at a local bookstore. Judging was conducted by faculty members the first year, and thereafter by the previous year's winners. The criteria included originality and the rationale behind the choices. Each year, library patrons receive lists of all the entries. The awards ceremony was a gala event with hula dancers and exotic music; the turnout was fantastic! *Dan Gruber, Library Sciences student, POB 63997, University of Oregon, Eugene, OR 97403-6039.*

A. The Evanston (Ill.) Public Library Jo-Anne Hirshfield Memorial Poetry Award contest offers prizes of $100, $50, and $25 to Chicago-area writers in three categories: high school students, college undergraduates, and nonstudents who have not published in books or national publications. A maximum of five original, previously unpublished poems may be submitted by any individual. The library publicizes the contest in a flyer, local newspapers, and the Friends of the Library newsletter. *B.J. Jahnke, Assistant Director, Evanston Public Library, 1703 Orrington Ave., Evanston, IL 60201.*

Q. What libraries serve two or more institutions? What institution contracts with another for library services? What libraries charge various services to certain segments of an institution? ***Anthony J. Dedrick, Deputy Assistant Director, Media and Telecommunications, Auraria Library, Lawrence at 11th St., Denver, CO 80204 (AL, Sept., p. 638).***

A. Hobby Memorial Library has been a combined facility since 1973. The older and larger facility is the publicly supported Central Texas College. American Technological University is private and provides undergraduate and graduate programs to 570 students. Materials and staffs are separately funded and administered, but all services and facilities are open to all students of both institutions. *Melinda Guthrie, University Librarian, American Technological University, POB 1416, Killeen, TX 76540.*

A. The Thomas Lowry Health Sciences Library serves the Hennepin County Medical Center, a 485-bed teaching hospital, and Metropolitan Medical Center, an 800-bed private hospital. The Hennepin County Medical Center manages the library, and bills the Metropolitan Medical Center. The formula for billing, outlined in a written agreement, takes into account both direct and indirect costs incurred by Hennepin County as the result of providing library services to the Metropolitan staff. *Barb Brian, Director, Thomas Lowry Health Sciences Library, 701 Park Ave. S., Minneapolis, MN 55415.*

Q. Has any library system developed an integrated automated circulation software program to be used with an IBM 38 or Harris 800 minicomputer? ***Diane Duquette, Library Services Director, Shasta County Library, 1855 Shasta St., Redding, CA 96001.***

A. The circulation system used at the Grace A. Dow Memorial Library in Midland, Mich., originally operated on a System 3 in 1979. In 1983 the city needed to upgrade our computer system. We completely rewrote the system, enhancing it and taking full advantage of the advanced technology provided by the System 38.

We have had quite a few years of experience circulating library material, and we are quite proud of our system. We have made the programs available to several libraries for a nominal fee of $5,000 and would be glad to give you more information about the system. *Gerald L. Gordier, Director of Data Processing, City of Midland, 202 Ashman St., Midland, MI 48640.* *(cont. on p. 788)*

Over to you

1. What academic librarians are subject to both peer and administrative performance review annually? How does the review process occur? Advantages and disadvantages? (Ohio)

2. How do you keep public library patrons from urinating and defecating on unisex restroom floors? We've tried locking the doors, but it takes staff time when people request and return the key—and sometimes patrons walk off with it, leaving us to discover the mess after the culprit has gone. (Maine)

3. Prison libraries can't use metal rods in card catalog drawers, but wooden-dowel substitutes don't fit tightly. Any other suggestions? (Mich.)

4. Have libraries with online catalogs learned that any particular groups of books are rarely or ever accessed through the catalog? (N.J.)

5. What library has sponsored a time capsule? How is it constructed? How long before it's opened? What kinds of things go inside?

6. What American distributors carry a wide range of the many overseas business directories? (Ind.)

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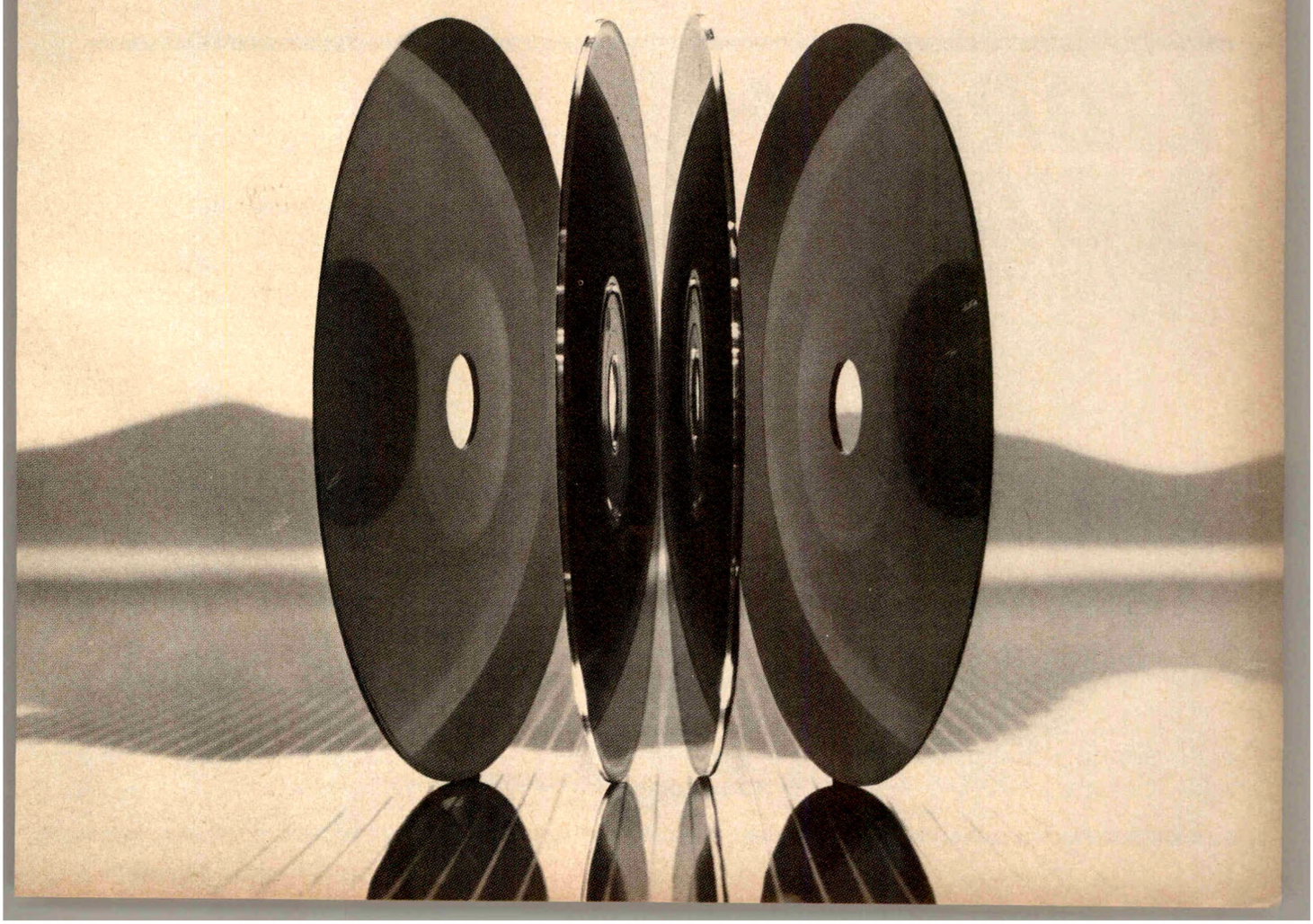

A. NSC, Inc., a Wisconsin software developer, has an integrated library system for the IBM 38. Contact me for information. *Lawrence J. Nies, President, NSC, Inc., 207 S. Main St., Brillion, WI 54110.*

A. Dougherty County (Ga.) Public Library has used a shared IBM 38 to handle acquisitions, cataloging, circulation, and patron access for four years. The computer is run with software named Classic, owned by Classic Software Co., 802 Moultrie Rd., Albany, GA 31705. For information, please contact me. *H.W. Todd, Director, Dougherty County Public Library, 300 Pine Ave., Albany, GA 31701-2533.*

A. Our corporate library, holding more than 4,000 books, 4,000 reports, and 6,000 miscellaneous items, is cataloged on the company's in-house IBM 38 system. Circulation is an integrated part of the program and loans are recorded as part of the book catalog record. The program was developed by the company computer department using IBM's WSF Work Station Facility. Any employee with the proper code can access our holdings, but only library personnel may change the records. Write me for more details. *Gloria Zeitak, Head Librarian, Electrooptics Industries, Ltd., POB 1165, Rehovot 76110, Israel.*

Q. When is borrowing less expensive than buying? The Reference and Adult Services Division Interlibrary Loan Committee seeks studies of ILL and document delivery costs. *Christopher Wright, Head – Interlibrary Loan, Loan Division, Library of Congress, Washington DC 20540.* (*AL*, July/August, p. 513).

A. To establish interlibrary loan cost data as a library management tool, Union College Library in Schenectady, N.Y., conducted an ILL cost study over the three academic years from 1980 to 1983. The small private college's library, which has a high rate of ILL activity, calculated cost per transaction based on the actual costs of insurance, fees, and charges incurred by the library on behalf of its patrons, telecommunications, local library council dues, salaries, wages, and fringe benefits, and on closely figured estimates of postage, photocopying expenses, and overhead for all salaries and wages.

The cost per transaction averaged $5.48 in 1980–81, $5.77 in 1981–82, and $5.91 in 1982–83, representing a relatively cost-effective library service, according to Union College librarians Bruce Connolly and Cheryl M. LaGuardia. Connolly and LaGuardia presented the findings in "An Interlibrary Loan Cost Study: The Integral Perspective," ERIC document 257 468. *Cheryl M. LaGuardia, Interlibrary Loan Librarian, Schaffer Library, Union College, Schenectady, NY 12308.*

A 43-page, spiral-bound INDEX TO AMERICAN LIBRARIES' ACTION EXCHANGE, 1978–1984, is available at $5, prepaid, from Order Dept., ALA, 50 E. Huron St., Chicago, IL 60611, ISBN 8389-6950-X.

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Dowlin, Summers head list of official nominees

The American Library Association Nominating Committee is pleased to submit a slate of candidates for the 1987 election of officers and Council members in accordance with Bylaws/Article III, Sections 1–5; and Article IV, Section 2(b) and (d); Section 3; Section 5.

It is also appropriate to call attention to Bylaws/Article III, Section 2(b): "At the Midwinter Meeting any member of the Council may present a petition signed by not fewer than 25 councilors proposing additional nominations. Such nominations shall be included on the official ballot."

Bylaws/Article III, Section 3(b) further states, "The ALA Nominating Committee shall also include on the official ballot other nominations filed with the executive director by petition of any 25 members of the association at least four months before the annual conference, provided written consent of these nominees shall have been filed with the executive director of the association."

Nominating Committee members are Pamela Gay Bonnell, Mary F. Lenox, Albert J. Milo, Maureen S. Sullivan, and Chairperson Robert N. Case.

In accordance with Constitution Article VIII, Section 1, and Bylaw Article III, Section 1(b), two nominations are presented for the office of vice president and president-elect. One will be elected to office.

Vice President and President-Elect

Kenneth E. Dowlin, director, Pikes Peak Regional Library District, 20 N. Cascade Ave., POB 1579, Colorado Springs, CO 80901.

F. William Summers, dean, School of Library and Information Studies, Florida State University, Tallahassee, FL 32306.

Council

In accordance with Bylaw Article III, Section 1(c), 50 nominations are presented, 25 to be elected for the four-year term, 1987-91.

Nominees are: *Joseph J. Acardi,* director, Janesville Public Library, Janesville, Wis.; *Lois K. Albrecht,* consultant, Foresight, Inc., Camp Hill, Pa.; *Mohammed M. Aman,* dean, School of Library and Information Science, University of Wisconsin/Milwaukee, Milwaukee, Wis.; *Elinor Lea Barrett,* collection development coordinator, Daniel Boone Regional Library, Columbia, Mo.; *Patricia F. Beilke,* associate professor of library and information science, Ball State University, Muncie, Ind.; *Karen M. Bohrer,* adult services librarian, Westport Public Library, Westport, Conn.; and *Alex Boyd,* planning and development director, Chicago Public Library, Chicago, Ill.

Also, *Daniel J. Bradbury,* director, Kansas City Public Library, Kansas City, Mo.; *Florence D. Brown,* director, New Castle County Dept. of Libraries, Newark, Del.; *Ginnie Cooper,* county librarian, Alameda County Library, Hayward, Calif.; *Marva L. DeLoach,* head, Cataloging and Records Maintenance Div., Illinois State University Library, Normal, Ill.; *Gloria Dinerman,* trustee, Woodbridge Public Library, Woodbridge, N.J.; *Jack Forman,* reference and instructional services librarian, Mesa Community College Library, San Diego, Calif.

Kenneth E. Dowlin

F. William Summers

In addition: *D. Kaye Gapen,* director, University of Wisconsin/Madison Library, Madison, Wis.; *Andrea Morris Gruhl,* trustee, Howard County Public Library, Columbia, Md.; *Salvador Guerena,* Chicano Studies librarian, University of California/Santa Barbara Library, Santa Barbara, Calif.; *Suellyn Hunt,* personnel and training consultant, Rochester Public Library, Rochester, N.Y.; *Stephen E. James,* associate professor, School of Library and Information Studies, Atlanta University, Atlanta, Ga.; and *Edward R. Johnson,* director, North Texas State University Library, Denton, Tex.

Also nominated were: *William G. Jones,* assistant university librarian, University of Illinois/Chicago Library, Chicago, Ill.; *Amy Kellman,* head, Children's Dept., Carnegie Library, Pittsburgh, Pa.; *Barbara Kile,* head, Government Documents and Microfilms Dept., Rice University Library, Houston, Tex.; *Robert Klassen,* Library Programs, U.S. Dept. of Education, Washington, D.C.; *Janice T. Koyama,* head, Moffitt Undergraduate Library, University of California/Berkeley, Berkeley, Calif.; *Charles J. Kratz,* assistant dean, Hofstra University Library, Hempstead, N.Y.; *Mary Berghaus Levering,* chief, Network Division, Library of Congress Service for the Blind and Physically Handicapped, Washington, D.C.; *Tze-chung Li,* professor, Graduate School of Library and Information Science, Rosary College, River Forest, Ill.; *Frances M. McDonald,* associate professor, Mankato State University, Mankato, Minn.; *Jacqueline E. Miller,* director, Yonkers Public Library, Yonkers, N.Y.; *Rosalind E. Miller,* assistant professor, Georgia State University, Atlanta, Ga.; and *Bonnie Beth Mitchell,* deputy executive director, OHIONET, Columbus, Ohio.

Others are: *Fred D. Neighbors,* assistant director, Alabama Public Library Service, Montgomery, Ala.; *George Charles Newman,* director, State University College/Buffalo Library, Buffalo, N.Y.; *Patrick O'Brien,* director, Dallas Public Library, Dallas, Tex.; *Debra Park,* Illinois Coalition of Library Advocates, Springfield, Ill.; *Emma B. Perry,* Louisiana State Library, Baton Rouge, La.; *Fred M. Peterson,* university librarian, Illinois State University Library, Normal, Ill.; *Sandra K. Peterson,* government documents librarian, Yale University Library, New Haven, Conn.; *Linda I. Pierce,* Anchorage Municipal Libraries, Anchorage, Alaska; and *Sherman Pridham,* director, Portsmouth Public Library, Portsmouth, N.H.

Also, *Sharon J. Rogers,* director, George Washington University Library, Washington, D.C.; *John V. Richardson, Jr.,* associate professor, Graduate School of Library and Information Science, UCLA, Los Angeles, Calif.; *Dency C. Sargent,* executive director, Capitol Regional Library Council, Windsor, Conn.; *Elliot Shelkrot,* state librarian of Pennsylvania, Harrisburg, Pa.; *Barbara J. Smith,* assistant dean, Penn State University Library, University Park, Pa.; *Sherrie E. Snyder,* director, Moline Public Library, Moline, Ill.; *James C. Thompson,* university librarian, University of California/Riverside, Riverside, Calif.; *Robert M. Warner,* dean, School of Library Science, University of Michigan, Ann Arbor, Mich.; *Darlene E. Weingand,* University of Wisconsin/Madison, Madison, Wis.; and *Kenneth A. Yamashita,* branch supervisor, Stockton-San Joaquin County Public Library, Stockton, Calif.

(Continued on p. 792.)

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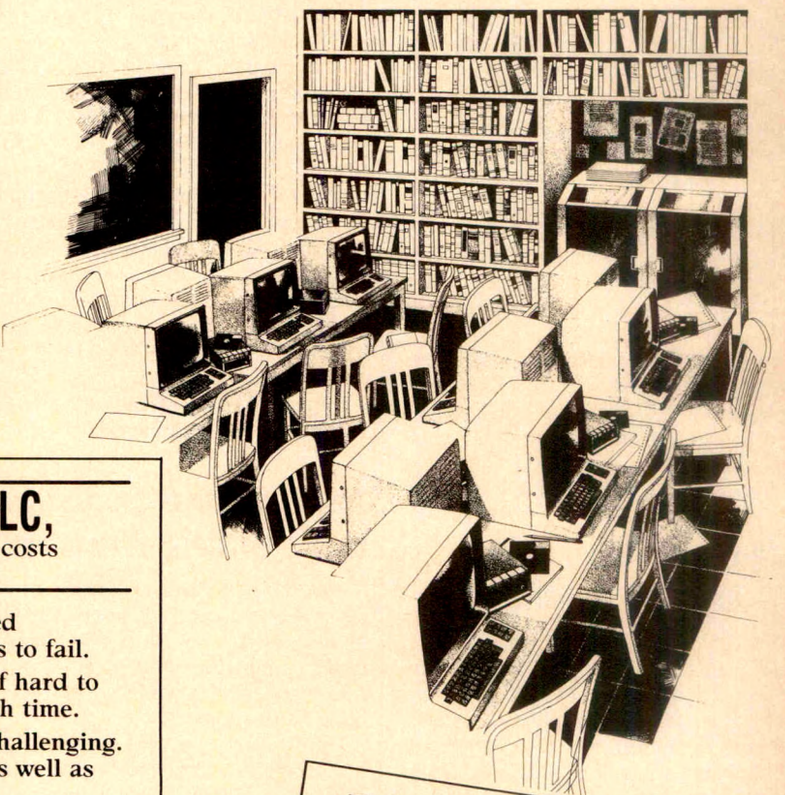

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Key dates for 1987 election

Associate Executive Director Ernest Martin has announced the following schedule for the 1987 ALA election:

Feb. 27: Deadline for filing nominating petitions for Council, division, and round-table ballots.

March 6: Final day for accepting division and round-table ballots.

April 4: Ballot mailing begins.

April 15: Ballot mailing completed.

June 5: Deadline for ballots accepted for tabulation.

June 10: Election Committee certifies and publishes election results.

Hammer to retire from LITA

Donald P. Hammer, executive director of the Library and Information Technology Association (LITA) for 13 years, will retire Dec. 31, "to relax and enjoy life," he told *AL*.

After serving in libraries at the University of Illinois, Purdue University, and the University of Massachusetts, Hammer came to ALA in June 1973 as executive secretary of the Information Science and Automation Division, LITA's predecessor. In 1974–79 he directed the Library Administration and Management Association in addition to LITA.

At 1986 Annual Conference, LITA members formally congratulated the "always amiable, gracious, and dedicated" Hammer on his retirement and wished him and his family happiness. The Hammers will continue to live in Wheeling, a Chicago suburb.

USIA-ALA program to place U.S. librarians abroad

The United States Information Agency (USIA) and the American Library Association signed a formal agreement in September to set up the long-planned Library/Book Fellows Program immediately. The program will send U.S. library and book specialists abroad for one to two years to manage specific projects identified in the host countries.

"This exciting joint venture," said ALA Executive Director Thomas J. Galvin, "will provide new opportunities for U.S. librarians to enrich and broaden their experience through a short period of service overseas." The program will also "provide a continuous infusion of new professional talent to help maintain the vigor and creativity of a dedicated corps of career USIA librarians," Galvin said.

Galvin appointed Robert P. Doyle, who served as IFLA '85 coordinator, to direct the program. Doyle is soliciting applications from librarians, information specialists, and book people with language skills, international interests or experience, and technical expertise to create a database of potential fellows. At the same time, USIA is asking its international staff to identify library and book service projects important to long-term U.S. and host-country interests.

The program aims to send 12 fellows abroad during its first operational year beginning next September and establish a base for gradual growth to 16 fellows in 1989 and 20 in 1990.

The Library/Book Fellows Program was one of Galvin's "new initiatives" presented at Annual Conference. Funding for the shared grant program was approved by the Executive Board (*AL*, July/August, p. 523). According to the September agreement, USIA will contribute $243,754 and ALA $24,605 during the first operational year.

For more information, contact Robert Doyle at ALA Headquarters.

Name the 1987 winners!

Now is the time to nominate the outstanding librarians, students, and library programs to win national recognition in 1987.

Nominations for most ALA awards and scholarships are due in December so that committees may consider them at the Midwinter Meeting. Association awards were described in *AL*, Oct., p. 632a-b; divisions and round tables detail their prizes in their own publications; and all but the newest awards are listed in the 1986 *Handbook of Organization*, p. 181–195.

Family Circle offers $50,000 to 24 "Leaders of Readers"

Nov. 30 is the deadline to enter the "Leaders of Readers" competition offering $50,000 in cash awards to 24 creative literacy or reading-promotion projects, the ALA Public Information Office reminds members of the library community.

Family Circle, Inc., launched the recognition campaign in September to spotlight local projects combatting illiteracy or stimulating reading. In its Oct. 1 issue, *Family Circle* features two articles on the illiteracy crisis and invites professionals and volunteers heading grassroots efforts to be recognized as "Leaders of Readers" during the 1987 Year of the Reader.

Four grand awards of $5,000 each and 20 merit awards of $1,500 will be given to leaders of innovative projects that can be easily and successfully replicated in other areas. Award applicants are asked to describe in 250 words or less the reading problems they identified in their communities, the steps taken to solve the problems, and the results obtained.

The contest is open to residents of the United States and Canada. The awards will be given to project sponsors and must be used to further promote literacy and reading. Winners will also receive donations of reading materials from Warner Publisher Services.

Inquiries and entries should be directed to Leaders of Readers Recognition Award, POB 652, Lowell, IN 46399.

Who's who in libraries to bow in print and CD

ALA Executive Director Thomas J. Galvin and Research Publications Chair Sheldon I. Kramer recently announced plans to publish a new *Directory of Library and Information Professionals* in the spring of 1988. The biographical directory will be available on compact disc as well as in a three-volume reference set.

In announcing the joint venture, Galvin said, "Making biographical data available in a convenient, machine-readable form will greatly enhance the recruiting and research capabilities of information professionals."

Kramer added, "We hope to cover as wide a spectrum of information professionals as possible, and we expect to update the database on a regular basis."

The new work will succeed the one-volume *Who's Who in Library and Information Services*, edited by Joel M. Lee and published by ALA in 1982. The 1982 who's who identified 12,000 individuals; the 1988 directory will include information on more than 60,000 librarians and information professionals. The CDs will be searchable by keywords and other access points and the printed work will include several indexes.

For information on the directory, contact Joel Lee at ALA Headquarters or John H. Dick, Research Publications, 900 Armour Dr., Lake Bluff, IL 60044.

New LAMA quarterly journal to debut in January

Following several years of planning, the Library Administration and Management Association (LAMA) is preparing to launch a new quarterly publication, *Library Administration & Management*, in January. Donald E. Riggs, university librarian at Arizona State University, will edit the journal for the next two years.

The new journal will transform the quarterly *LAMA Newsletter* into what LAMA promises will be an exciting publication that will reflect a growing, responsive, 4,490-member organization. *Library Administration & Management* will feature expanded space for news, substantive articles, and advertising. The January issue theme is "Change." In March, the focus will be "Diversity in Library Service," and in June, "Library Buildings."

Like the *LAMA Newsletter*, the new publication will be sent free to all LAMA members, but it is also available to individual subscribers at $25 a year ($35 foreign) from the Subscription Dept., ALA.

The final issue of the *LAMA Newsletter*,

(Continued on p. 794.)

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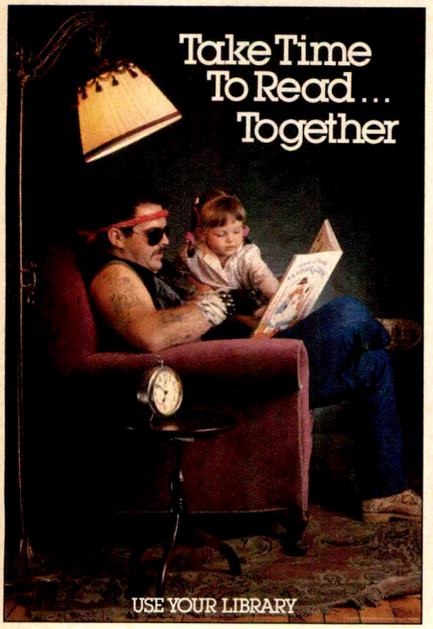
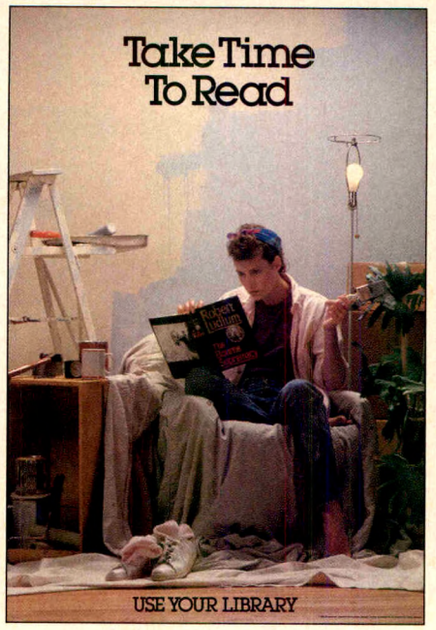
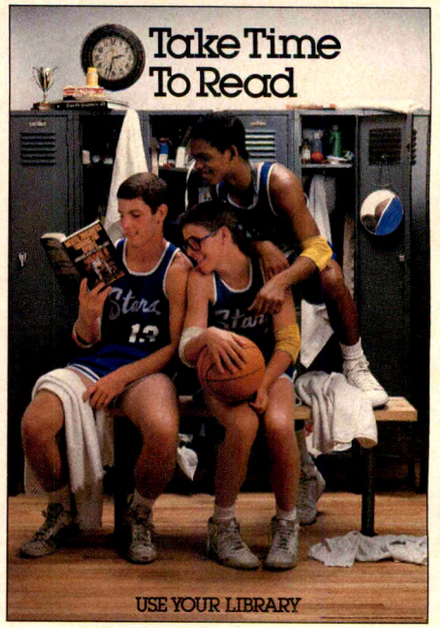






"Take Time to Read" is NLW theme for 1987

"Real" people taking time to read at home, in the office, and in the locker room are featured in a set of four posters illustrating the 1987 National Library Week theme developed by the ALA Public Information Office. Three of the posters are pictured above; the fourth appears on *American Libraries'* October cover.

The "Take Time to Read" theme can be used during National Library Week April 5–11 and throughout the 1987 Year of the Reader. New products publicizing the theme include a watch, rubber stamp, television spot, and meter message available from Pitney Bowes. A Year of the Reader wall-planner calendar is also available.

A full-color catalog of all the 1987 graphics and products will be mailed in November. For a copy, send a request postcard to ALA Graphics, Public Information Office at Headquarters. The catalog includes a new summer reading program kit, other library products such as a library windsock, and the *1987 Library Publicity Book,* with ideas for programs and promotions all year long.

Next month *AL* will spotlight new celebrity READ posters, featuring David Bowie, Diahann Carroll, Paul Newman, and Phylicia Rashad.

Vol. 12, no. 4, was published in September. The 31-page issue includes a special supplement covering LAMA programs at the 1986 ALA Annual Conference in New York City.

ala help exchange

• The new LAMA journal, *Library Administration & Management,* needs an associate editor who will become editor after two years (see story this section). Applicants must be LAMA members with excellent communications skills and a good working knowledge of the association. Candidates should direct inquiries or submit a resume and letter of application to John Berry, LAMA, at Headquarters no later than Nov. 30.

• The Public Library Association seeks innovative program ideas on "Public Libraries: Bridges to the 21st Century," the theme of its third national conference scheduled in Pittsburgh April 27–30, 1988.

Nov. 15, 1986 is the deadline for program topics reflecting the conference goals: to provide reports on new technology, management, finance, and service trends; to stimulate synergistic relationships with business, social service, educational, and cultural institutions; and to plan more effectively for creating a central role for the library in the future. Programs last one or one-and-a-half hours.

Contact Sarah Long, Multnomah County Library, 801 S.W. 10th Ave., Portland, OR 97205 (503-223-7201).

• Individual ALA members and unit and division representatives who wish to address the *Report of the Commission on Freedom and Equality of Access to Information* (*AL,* Sept. p. 631) may request time to speak at the open hearing scheduled at 8 p.m. Jan. 20 during ALA Midwinter Meeting. Contact Ethel Bennett at Headquarters.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. Further information is available from Ruth Ann Jones, marketing associate.

Videodisc and Optical Digital Disk Technologies and Their Applications in Libraries, by Judy McQueen and Richard W. Boss. 164p., $25, AP: AI (0-8389-7041-9, 86-17400).

The Economics of Managing Library Services, by Bruce Schauer. 292p., $49. AP: ACI (0-8389-0453-X, 86-14186).

Fiction in Libraries, edited by John Dixon. Published by the Library Association (U.K.) and distributed only in the U.S. by ALA Publishing Services. 224p., $25, AP: QR (0-85365-505-7). Available Jan. '87.

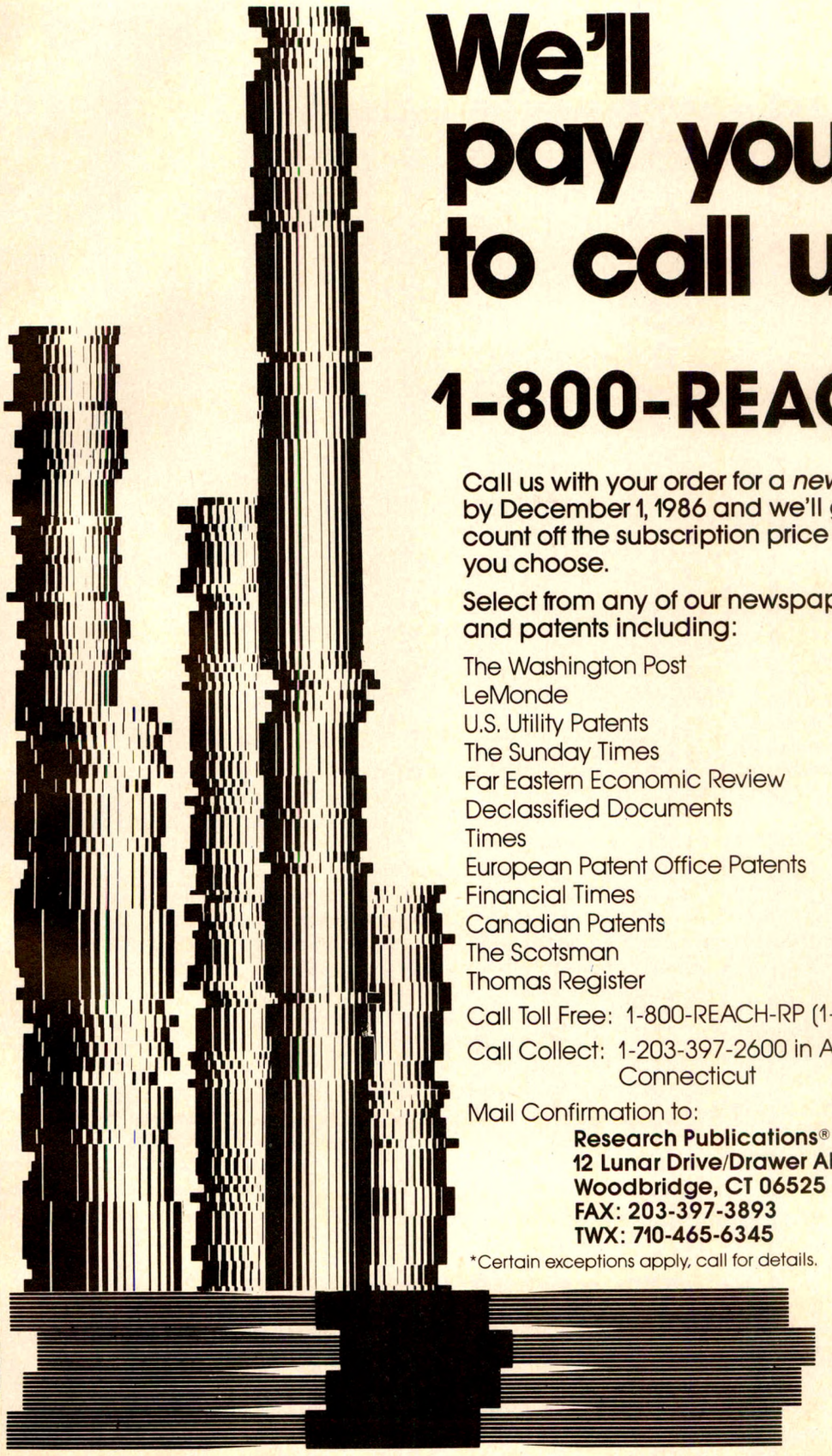
How to Do Research, 2nd edition, by Nick Moore. Published by the Library Association (U.K.) and distributed in the U.S. by ALA Publishing Services. 140p., $20, AP: QT (0-85365-787-4). Available Jan. '87.

ala unit offerings

Ending Hunger, a reprint of an annotated multimedia bibliography on combatting world hunger published in the Oct. 15 *Booklist.* Single copies free with self-addressed no. 10 envelope stamped with 39 cents postage from *Booklist* Marketing Director, Ending Hunger, ALA.

Learning Differences—Library Directions: A Packet of Materials for Professionals Who Work with Children with Learning Disabilities. Packet of pamphlets, bibliographies, and handouts from the 1985 Association for Library Service to Children (ALSC) preconference. $9.95 prepaid from ALSC, ALA.

Newbery and Caldecott Awards, 1922–1986. Booklet $5 prepaid from ASLC, ALA. □



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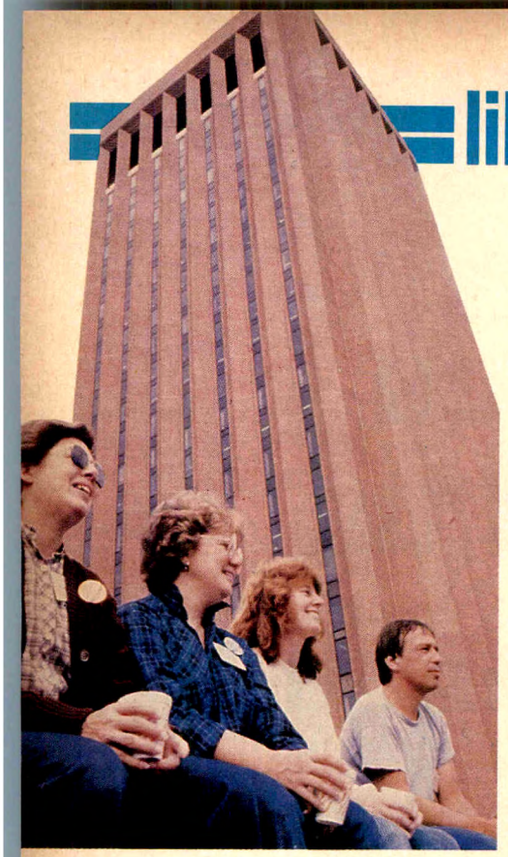
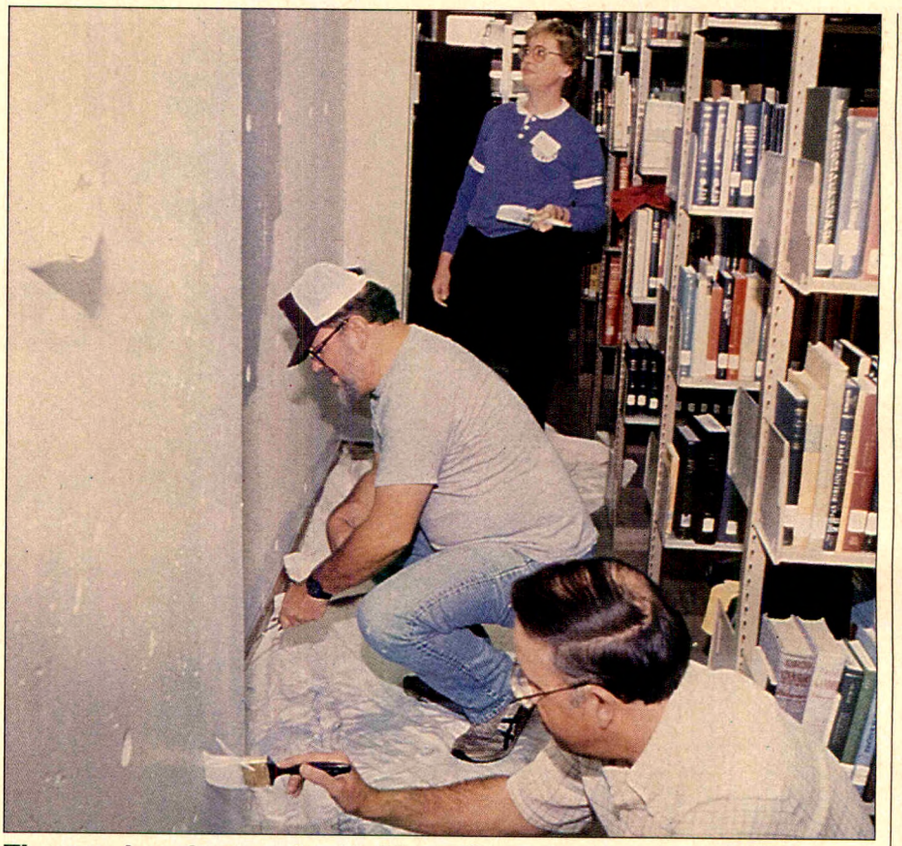
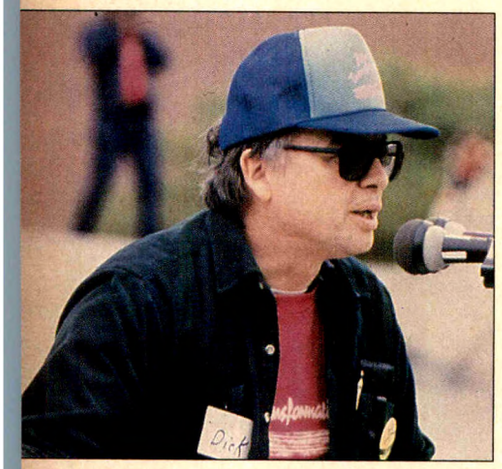
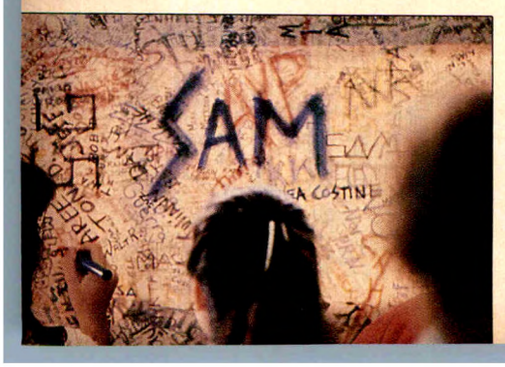




Work and pleasure. *Library staff, top, take a break from the "Mass Transformation" clean-up of the towering university library, background. They are, l. to rt., Nancy Bates, Judith Rohan, Janice Bajgier, and Michael Allard. Faculty and staff, right, on a painting detail. Library director Richard Talbot, below, addresses crowd of 1,000 volunteers. To assure that no more graffiti appears on library walls, volunteers sign their names on a paper surface as they leave—to let people know who did the work.*





Thousands volunteer for U. Mass library's clean-up

One of the largest volunteer efforts in Massachusetts history has resulted in a massive clean-up of the state university's 28-story "tower library" in Amherst. Called Mass Transformation, the Sept. 25–28 marathon pulled together more than 4,000 faculty, students, staff, alumni, and friends, who gave the building a thorough facelift.

Keeping the University of Massachusetts library building in operation for any significant length of time often became a monumental task. Construction problems plagued the library for nearly 10 years. Falling chips of brick, faulty elevators, and other setbacks once even forced a three-month shutdown.

Two years ago the university administration made renovation of the library one of its prime goals, sinking more than $2.3 million into structural improvements. This phase included new lobby construction, exterior entrance changes, and the sealing of leaks.

Volunteers for the current project worked mostly with donated materials in four 10-hour shifts. They painted walls, stripped and waxed floors, washed windows, and changed 45,000 fluorescent lamps, among other tasks.

"They dusted 1,250,000 books, and that meant a lot to me," said library director Richard Talbot. "They even took on a large landscaping project by planting several donated shrubs and plants under the direction of the Landscape Architecture Department faculty."

The 1973 building was designed by the late Edward Durell Stone, who designed the Kennedy Center for the Performing Arts in Washington, D.C., and New York's Museum of Modern Art. Talbot believes it may be the world's tallest building devoted exclusively to being a library.

He said that after the library was closed down for three months in 1979, he and the staff had to evacuate the main floor and the floors just above and below it for seven years. "We selected 60,000 of the most-used books, all of the microfilm holdings, and a large part of the documents collection and moved them to the former main university library, Goodell Library. The other million volumes stayed here," he said.

The volunteers were feted with entertainment, T-shirts, and food at a massive block party. Their work saved the state an estimated $500,000 and months of time.

"I've moved this library three times," Talbot reported, "I moved in when it opened in 1973, moved out in 1979, and moved in again this time. I hope this is the last."

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A CHECKLIST OF RECENT ANNOUNCEMENTS

Landmarks

☐The **University of Nebraska** at Omaha celebrated the rededication of the university library on Sept. 12. ☐On Aug. 1, **Colorado College's** Charles Learning Tutt Library in Colorado Springs placed the 14 millionth record into the OCLC database. ☐**Broadcast Pioneers Library** in Washington, D.C., is celebrating its 15th anniversary this year. ☐**Rochester (N.Y.) Public Library System** is celebrating its 75th year of service. ☐This summer, the **Akron-Summit County (Ohio) Public Library** marked its 40th year of bookmobile service with a $96,480 bookmobile that replaced a 25-year-old unit built in 1961 for $16,894.

Bought with funds approved by voters in 1984, the new bookmobile of the Akron-Summit County (Ohio) Public Library may be the first in the nation to include rotating racks for periodicals and paperbacks, according to Diana Bresky, mobile services head.

☐Groundbreaking took place Sept. 27 on the 1.3-acre site of the new Lorton Library of the **Fairfax (Va.) County Public Library.** The Lorton library will replace a mini-library and will have study carrels, media stations, a meeting room able to seat 60 people, and a conference room able to seat 15 people. The branch is expected to be completed in mid-1989. ☐In an Oct. 8 reception, the **University of Illinois Library** at Urbana-Champaign celebrated the acquisition of its seven millionth volume, *Peregrinatio in Terram Sanctam (Journey to the Holy Land)* by Bernhard von Breydenbach. ☐The **Roxbury Public Library** in Succasunna, N.J., celebrated its silver anniversary on Sept. 13 with a lawn party on the library grounds. ☐The South Valley Bernalillo County Library will merge with the **Albuquerque (N. Mex.) Public Library System** following an Aug. 5 joint powers agreement between the Bernalillo County Commission and the city of Albuquerque. The county plans to submit a $2 million bond issue to voters this month for a new library in the valley and for books. ☐The Charles B. Washington Branch Library was rededicated on Sept. 14. Formerly the North branch of the **Omaha Public Library,** the library was renamed in honor of the national civil rights activist who died in April. ☐The Bedford Branch Library in Temperance, Mich., will begin construction in March 1987 for an addition that will double its size. By a margin of almost 2-to-1, voters approved the 6,000-square-foot addition in a bond issue referendum during the Aug. 5 primary election. The branch is a member of the **Monroe County Library System.** ☐The **University of Georgia** has established the Hargrett Rare Book and Manuscript Library in honor of Felix Hargrett, a 1924 graduate of the university and retired vice president of the Home Insurance Company of New York. The library contains the university's rare book, Georgiana, and manuscript collections, and one of the largest collections of books published in the South during the Confederacy, according to David F. Bishop, university libraries director. Hargrett has contributed more than 12,000 print items and 10,000 manuscripts to the library. ☐**Eden (N.Y.) Free Public Library** celebrated its 75th anniversary on Oct. 4. ☐**Pioneer Multi-County Library System** in central Oklahoma had two occasions in the summer to celebrate expanded services: Norman (Okla.) Public Library held a grand opening for its remodeled, expanded building on July 20, and on Aug. 3 the Tecumseh (Okla.) Public Library took part in a celebration of the new city hall. The library, housed in city hall, covers 4,000 square feet and has access to the auditorium and stage for programs.

Grants

☐Two-year grant of up to $73,205 from the Council on Library Resources to the **University of Missouri-Columbia** for a program to train up to eight junior UMC librarians in leadership, administration, and advanced library skills. The program is titled "Developing Leadership in Academic Research Librarianship: The UMC Libraries' Intern-Scholar Program." ☐$160,000 from the El Pomar Foundation to the **Pikes Peak Library District** in Colorado Springs, Colo., to install new heating, cooling, and filtration systems in the Palmer Wing of the Penrose Public Library, the district's repository for local history materials. ☐A shared grant of $240,044 from the U.S. Department of Education to the **Missouri Botanical Garden**'s library and the **New York Botanical Society** to enter their collections on the OCLC database.

Connecticut gets NEH help for mystery fiction program

The National Endowment for the Humanities recently provided funds for a mystery and detective fiction project that is bringing scholar-led discussions to 20 public libraries in Connecticut.

Sponsored by the Southern Connecticut Library Council and the Southeastern Connecticut Library Association, *Poisoned Pens: Mystery Fiction from Poe to the Present* is helping library patrons learn the historical, literary, and critical facts of American and foreign mystery literature.

Each library hosts five, one-and-a-half-hour programs that cover the theme from three angles: the evolution of the detective; the mystery novel as a reflection of its times; and the reader, the writer, and the detective: the eternal triangle. Each series begins with a keynote address followed by book discussions.

With 100 sessions scheduled, the project is the largest book discussion program in the history of the state, according to Project Director Susan Davidson. The project, begun in September, will run through April 1987.

☐A three-year $50,000 NEH grant to the **University of Maryland/College Park** Libraries to organize and prepare the Gordon W. Prange collection relating to the history and development of Japanese education during the Allied Occupation. ☐$75,000 from the Arthur Vining Davis Foundation to **Lake Forest (Ill.) College Library** for a venture capital fund to study new ways to provide traditional services to library users and to identify and support the development of new services. ☐$1.2 million in coordinated academic collection development awards from the New York State Library, Division of Library Development to the state's **academic libraries** for collection maintenance. The 171 grants range from $4,124 to $24,397. ☐$750,000 from the Pew Memorial Trust to **Tulane University's** Howard-Tilton Memorial Library to finish automating the card catalog. ☐$20,000 from the Helene Fuld Health Trust of New York to Mikkelsen Library at **Augustana College,** Sioux Falls, S.D., to buy books and periodicals for the college's health sciences programs. ☐**Correction** (June *AL*, p. 480): $376,000 from the government of Ontario to the **Ontario Library Service** in London, Ont., for public library audio-visual materials.

—Helen O. Williams

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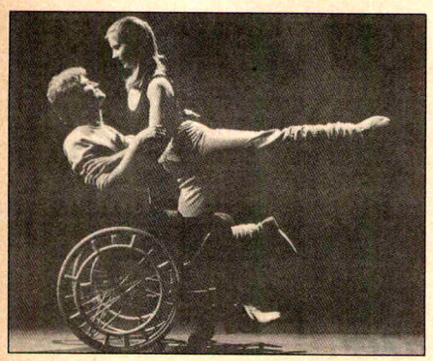
special services

Literature, art, and disability. Subtitled "The International Magazine of Literature, Fine Arts, and Disability," *Kaleidoscope* showcases the work of disabled writers and artists. Published twice yearly, the journal features fiction, poetry, and essays, as well as profiles of disabled authors and artists, articles on disability and the arts, and book reviews.

A recent issue contained articles on artist Paul Schlueter, who has had both arms amputated and paints using a special attachment on his prosthesis; the treatment of disability in Dickens' novels; and theatre companies that feature actors with disabilities or aim their productions at audiences of disabled people.

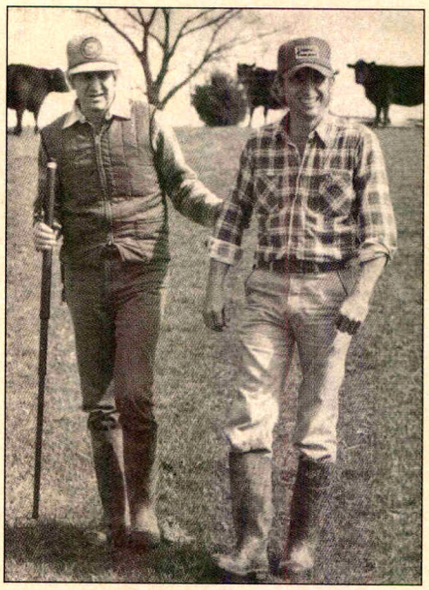
One-year subscriptions are $8 from Kaleidoscope Press, 326 Locust St., Akron, OH 44302.



***Productions of Access Theatre of Santa Barbara, Calif., integrate disabled, deaf, and nondisabled performers. The company is featured in the Summer/Fall 1986 issue of* Kaleidoscope.**

Farm aids. *Breaking New Ground* is a free newsletter for farmers with physical disabilities. A recent issue offered a profile of a blind cattle farmer, articles on lung-protection equipment and a specially modified tractor for farmers with restricted mobility, a list of workshops and events, letters from readers, and other features.

To get on the mailing list to receive the newsletter, write *Breaking New Ground,* Dept. of Agricultural Engineering, Purdue University, West Lafayette, IN 47907. The school also publishes other materials for farmers with handicaps, including a resource manual describing special tools and equipment; for more details contact the address above.



***"I'm just a cattleman who happens to be blind," says John Rotert (left), profiled in* Breaking New Ground.**

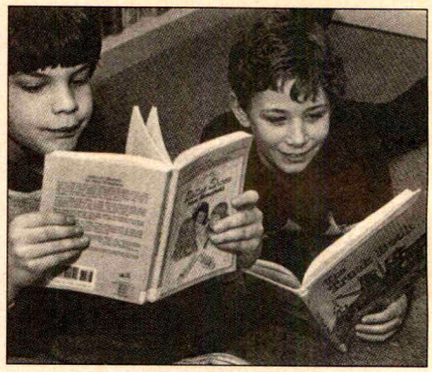
Spanish-Language Books *for Public Libraries,* edited by Fabio Restrepo, briefly annotates over 600 fiction and nonfiction titles to help librarians establish a core Spanish-language collection.

The books are arranged by Dewey classification, with separate listings of biographies and young adult fiction. Most are original Spanish-language works, with some translations from other languages included as well. Entries give the price range and full bibliographic information. Supplementary lists identify Spanish-language periodicals and bookdealers and U.S. distributors of Spanish-language materials.

The 144-page paperback was compiled by a subcommittee of the Library Service to the Spanish-Speaking Committee of ALA's Reference and Adult Services Division. $9.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0448-3, 85-28940).

Retirement facilities. The *National Directory of Retirement Facilities* lists over 12,000 residential alternatives for older people, ranging from supervised board and care settings to totally independent communities.

The state-by-state listings have been gathered from state licensing agencies, senior citizens advocacy groups, and religious and fraternal/maternal organizations. Entries give addresses, phone numbers, contact persons, capacity, and type of facility. An index lists the facilities alphabetically by name. The 522-page paperback is $110 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-161-7, 84-42822).



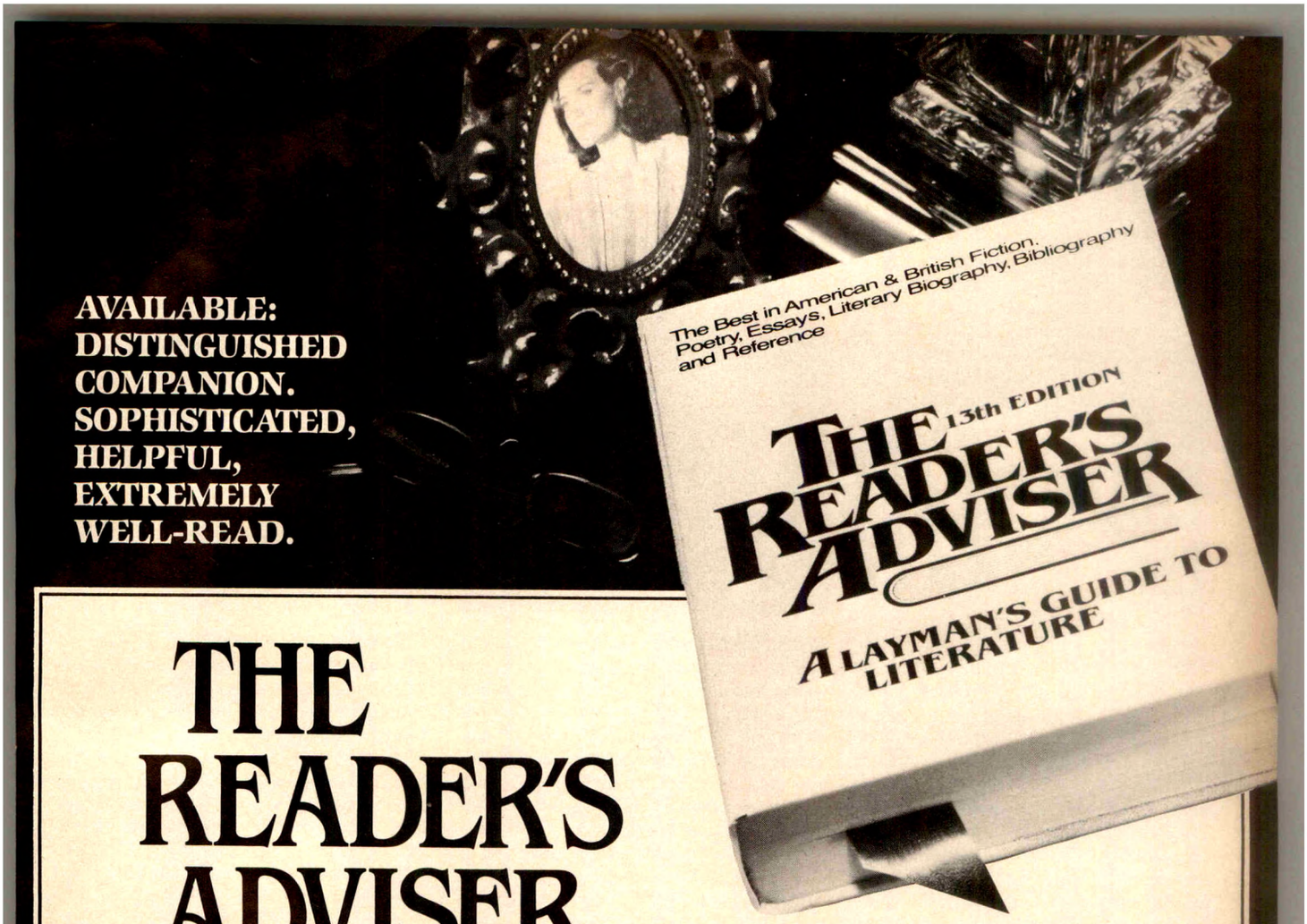
Books for learning-disabled children are briefly described in two new booklets published by the Westchester Library System. *Reading for the Fun of It* recommends specific titles, selection strategies, and techniques to draw children with reading difficulties into the world of books (32 p., $3.50). *Sharing the World's Magic* lists titles to promote the use of folk literature and storytelling with children who have learning differences (15 p., $3). Order from the Westchester Library System, 8 Westchester Plaza, CWEP, Elmsford, NY 10523.

resources

Encyclopedia insights. Two new guides will aid librarians and consumers in selecting both general and subject-specific encyclopedias:

- In *Best Encyclopedias: A Guide to General and Specialized Encyclopedias,* Kenneth F. Kister evaluates 50 general encyclopedias, from multivolume sets for adults and older students to one-volume children's works. The reviews describe each encyclopedia's scope and contents, compare it to other similar titles, give ordering information, and list other reviews of the work.

Appendixes offer easy-to-use charts comparing general encyclopedias of different sizes and types; a selected, annotated list of over 450 recommended specialized encyclopedias in 32 disciplines from architecture through transportation; descriptions of major foreign-language encyclopedias; a bibliography of books and articles on encyclopedias, and a directory of publishers and distribu-



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tors. 336 p., $39.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-171-4, 85-43370).

• The *ARBA Guide to Subject Encyclopedias and Dictionaries,* edited by Bohdan S. Wynar, contains critical annotations of some 1,300 works published in the last 25 years. The entries are classified under 43 subject headings ranging from agricultural sciences, anthropology, and area studies to religion, sociology, and zoology. The headings have been further subdivided by topic, discipline, or specialty.

The 80 percent of the reviews taken from earlier volumes of the *American Reference Books Annual* have been revised to update bibliographic information, price, sources of further reviews, and other details. 570 p., $75 U.S., $90 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-493-1, 86-10264).

And the winner is.... *Tony, Grammy, Emmy, Country* lists all the winners of the performing arts awards given by the American Theatre Wing, the National Academy of Recording Arts and Sciences, the National Academy of Television Arts and Sciences, and the Country Music Association. Compiler Don Franks includes every award in every category, right down to "Outstanding Individual Direction of a Game Show" and "Best Album Notes." A comprehensive index gives access to all the award winners by name. 202 p., $25.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-204-0, 85-43577).

World Book's science set. The new, seven-volume *World Book Encyclopedia of Science* outlines basic scientific concepts, phenomena, and principles. The set totals some 1,000 pages and contains over 2,000 color illustrations and photographs such as this one taken from the volume devoted to *The Planet Earth.* Other titles in the set include *The Heavens, The Human Body, The Animal World,* and *Chemistry Today.* The set is offered to libraries for $79, a $20 savings over the regular price. For more information write World Book, Inc., Merchandise Mart, Chicago, IL 60654.

Coming to terms with finance. The Standard & Poor's Corporation is offering librarians a free *Guide to Financial/Investment Terms* to demystify the language used on Wall Street and in corporate financial reports. The 40-page paperback defines over 200 expressions, from "accounts receivable" to "yield to maturity."

S&P has also published a free booklet on *How to Invest,* a handbook for beginning investors offering tips on buying and selling stocks and bonds.

Both publications are available at no charge by writing the Public Relations Dept., Standard & Poor's, 25 Broadway, New York, NY 10004. The firm stresses that they offer the booklets strictly as a public service and promises that requestors will not wind up on mailing or subscription lists.

Contemporary catalog. The *International Contemporary Arts Directory,* edited by Ann Lee Morgan, is a guide to the world of contemporary art—including photography, performance art, and mixed-media—in the U.S., Western Europe, Canada, and the English-speaking Commonwealth. The 393-page directory lists museums (describing hours, holdings, history, and other background), libraries, galleries, periodicals, grants, writers, and selected books on contemporary art and photography.

The directory is the fifth title in St. Mar-

More resources for the Bicentennial of the Constitution

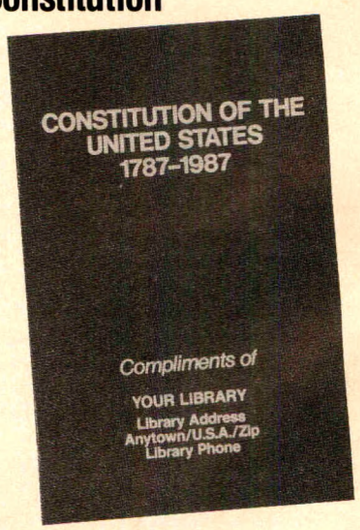
In September, with the U.S. Constitution's 200th anniversary year approaching, *American Libraries* fired the starting gun for Bicentennial programming and collection building. We recommended a planning guide issued by the National Federation of State Humanities Councils, and guess what? It went out of stock. The publishers tell us they'll be reprinting another version in about December, and we'll announce its availability here.

• The National Archives, which houses the original Constitution in Washington, D.C., has dozens of excellent offerings at good prices. Write for a free descriptive brochure, **"Celebrating the Constitution,"** which describes the popular and scholarly publications, posters, T-shirts, learning kits, and other items available. The address: Publications Services Branch (NEPS), National Archives, Washington, DC 20408. A mailing label is appreciated. Among the brochure's listings are facsimiles of Bicentennial documents, including a fine $2 poster of the Constitution. But the Archives also offers a 20-poster facsimile exhibit package suitable for libraries. For information on this item, request the "Facsimile Exhibit Brochure."

• For in-depth resource building, an exceptional value is the new ***Encyclopedia of the American Constitution,*** a handsome four-volume reference set edited by the respected historian Leonard Levy. Discounted at $270 ($320 after Dec. 15), the encyclopedia offers 2,200 expert, well-indexed articles at a cost of about 12 cents each—not bad. Even better, the encyclopedia is one of the basic works recommended for purchase under an NEH $500 matching grant program available to a thousand libraries (application deadline Dec. 15; for details see *AL,* Oct. 1986, p. 660). The *Encyclopedia* (0-02-918610-2) is published by Macmillan.

• Your own Bicentennial activities are of interest to the Historical Society of Pennsylvania for its **800-number bulletin board** of celebrations across the nation. Information on your programs and exhibits may be sent to "History Repeats Itself," Historical Society of Pennsylvania, 1300 Locust St., Philadelphia, PA 19107. The Society is also collecting memorabilia of the celebrations. The toll-free number for Bicentennial announcements, facts, and anecdotes is 1-800-BE-PROUD.

• West Publishing's **commemorative booklet** provides a timely way to say thanks to your hundreds of special people—board members, Friends of the Library, political supporters, volunteers, and other groups. This vest-pocket copy of the Constitution comes with your library's name gold-



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An invitation to the book world from the

WOMEN'S NATIONAL BOOK ASSOCIATION

We're celebrating our 70th birthday by honoring **WNBA Book Women,** 70 women in the book world *who have made a difference.*

Over many years women have played major roles in bringing books to readers of all ages and of all interests. These women are agents, publishers, editors, designers, producers, marketeers, financial managers, critics, booksellers, librarians, educators, and supporters of books and reading. They live in cities and towns from coast to coast, bringing the author and the reading public together. In the course of their daily work, they help authors influence our civilization and society beyond all imagining.

In a precedent-setting program, we will honor representatives of all women in the book world, all who are conduits between author and reader.

The 70 women selected will become **WNBA Book Women** and will be honored at our gala 70th birthday celebration at the New York Public Library's Astor Hall on Thursday, October 29, 1987.

The ballot below will allow everyone in the book industry nationwide to nominate the women they know *who have made a difference.* You are invited to name as many women as you think should be honored, based on the criteria listed below. A jury will select 70 **WNBA Book Women** from those nominated.

Guidelines for **WNBA Book Women** Nominations

We seek living bookwomen who are: committed, dedicated, and hard working. They are creators, innovators, or catalysts. They have gained the respect of their colleagues and co-workers. They have a position of authority in their daily work. They are the *women who have made a difference.*

This ballot may be photocopied. One submission per ballot please. Creative nominations are welcome! Deadline for all nominations is January 15, 1987.

NOMINATION FORM FOR WNBA BOOK WOMEN

I/we nominate the following woman (please print clearly):

Name _____

Affiliation _____

Address _____

City _____ State _____ Zip _____ Telephone# _____

Reason for nomination (if more space is needed attach additional sheet): _____

_____

_____

_____

Submitted by: Name _____ Address _____

City _____ State _____ Zip _____

Return all ballots by January 15, 1987 to: Claire Friedland, Chair
WNBA Book Women
160 Fifth Avenue
New York, New York, 10010

tin's Press's Contemporary Art Series; previous volumes have covered contemporary artists, architects, and photographers. For more information on the series, write St. Martin's Press, 175 5th Ave., New York, NY 10010 (0-312-41995-3, 84-40122).

Desk dictionary data. Evaluations of seven currently available "college-level" dictionaries are offered by Robert M. Pierson in *Desk Dictionaries: A Consumer's Guide.* The booklet also includes brief descriptions of nine condensed versions and paperback editions, and describes factors that should be considered in choosing a dictionary (such as potential readership, authority, scope, organization, and currency). An additional section focuses on four supplementary works devoted to new words and usages.

An updated and expanded version of an omnibus review in the Dec. 1, 1983 issue of *Reference Books Bulletin,* the 40-page paperback is $2.95 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-3316-5, 86-3384).

education

The training of foreign students in U.S. library schools is examined in *Foreign Students in American Library Education: Impact on Home Countries.* After providing general background on foreign students seeking higher education in the U.S., author Maxine K. Rochester focuses on library science students, discussing such issues as funding sources, selection criteria, admission procedures, study difficulties, and their effect on library schools. Other chapters cover the students' impact on the development of library services in their home countries and criticism of study abroad (such as the "brain drain" of personnel from developing to developed countries). 208 p., $35 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24201-1, 85-12675).

British perspectives. Two recent titles published in England by the Gower Publishing Company present British viewpoints on library education and training:

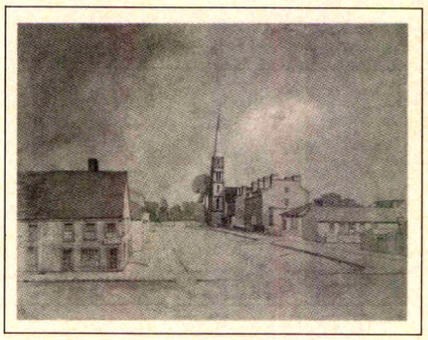
- *Information Technology in the Library Information School Curriculum* publishes the proceedings of a conference held by the British Library Research and Development Department in London in December 1983. Twenty-four papers, edited by Chris Armstrong and Stella Keenan, discuss library education in the context of recent technology. In addition to views of the U.K. scene presented by British delegates, authors discuss developments in Australia, the Netherlands, West Germany, France, the U.S., and other nations. 266 p., $53.95 (0-566-03526-X).
- The *Handbook of Library Training Practice,* edited by Ray Prytherch, presents 13 articles dealing with staff training techniques. The contributors offer advice in training staff in their relationships with users as well as training for specific skills, such as use of information sources, automation, preservation, materials selection, and audiovisual equipment. 452 p., $68.95 (0-566-03543-X).

Both titles are distributed in North America by Gower Publishing Co., Old Post Rd., Brookfield, VT 05036.

Teaching Librarians to Teach, edited by Alice S. Clark and Kay F. Jones, suggests ways to improve the teaching skills of librarians in user education programs in academic libraries. The guide, subtitled "On-the-Job Training for Bibliographic Instruction Librarians," tells how to motivate students to learn, organize material, and effectively present the content.

The 15 essays include "The Role of Library Schools in Educating Bibliographic Instructors," "Educating Librarians to Provide User Education to Disabled Students," "In-House Workshops for Bibliographic Instructors," "Techniques of Program Evaluation," and "The Role of the Classroom Faculty in Bibliographic Instruction." 244 p., $18.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1897-3, 86-6598).

publicity



Canadian cards. The Metropolitan Toronto Public Library has announced four additions to its line of color greeting cards reproduced from the library's collections. The new entries depict 19th-century Toronto scenes from the picture collection of the library's Canadian History Department, including this view of St. George's Church in what is now downtown Toronto. Other cards in the series are taken from the fine art, music, and theatre departments. The cards are sold at the library's reception desk store or may be purchased by mail for 30¢ each from the Public Relations Office, Metropolitan Toronto Library, 789 Yonge St., Toronto M4W 2G8, Canada.

Something great in Memphis. To tie in with a new slogan of the Memphis Convention and Visitors Bureau—"Start Something Great in Memphis"—the Memphis Shelby County Public Library asked community figures to recommend books for a National Library Week bibliography titled *Read Something Great in Memphis.* Among the titles chosen were a biography of Mark Twain selected by a steamboat owner and a history of the Yale School of Drama picked by a college theatre director.

The published bibliography was illustrated with photos of library staff members reading at unlikely but easily recognizable local sites—sitting by the gates at Graceland, in front of the bear den at the zoo, leaning on a statue outside the art museum. Photos that were squeezed out of the brochure due to space limitations were displayed, along with pictures of other Memphis readers, in an exhibit at the main library.

Beale, Black, and Blue *is the book of choice for this Memphis Shelby County Public Library staffer posing at the base of a statue of jazz great W.C. Handy.*

intellectual freedom

Reprints on the right to know. Fifty-eight articles concerning threats to citizen access to information are reprinted in *The Right to Know.* The articles, taken by editor Zoia Horn from sources ranging from the *New York Times* and *Washington Post* to *Publishers Weekly* and *Science,* deal with control of dissent, propaganda and disinformation, overt censorship by budgeting, and other means of suppressing information. The 179-page paperback, priced at $10, also includes a bibliography and a list of groups involved with intellectual freedom.

The collection is a "press profile" published by the Data Center, a nonprofit research library and information center devoted to contemporary public policy issues. Other profiles focus on such topics as terrorism, Reagan's domestic and foreign policy, Latin America, and toxic waste. For more informa-

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by Joanne Greenberg

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tion on these publications and other products and services write the Data Center, 464 19th St., Oakland, CA 94612.

IF and YAs. In the face of increasing attacks on intellectual freedom in school libraries, the Rutgers School of Communication, Information, and Library Studies devoted its 23rd annual symposium to the theme of young people's freedom of information.

Papers and discussions from the symposium are published in *Freedom of Information and Youth,* edited by Jana Varlejs. Mary K. Chelton views "Recurring Issues in Censorship," Ken Carlson focuses on "Censorship and Values," and Leanne Katz discusses "Citizen Action Against Censorship."

The 96-page paperback also includes a bibliography of articles and books on the topic, a directory of organizations that can supply information or assistance regarding censorship challenges, and other appendixes. $9.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-189-3, 85-43606).

The high school press. The legal protection provided to high school journalists is examined in *Press Law and Press Freedom for High School Publications.* The practical reference manual reviews court cases and legal provisions relating to high school newspapers, yearbooks, and magazines, and the students producing them.

Author Louis E. Inglehart discusses the First and Fourteenth Amendment guarantees of a free press and related free-expression issues, and considers special problems involving printers, photographers, and suppliers. The 170-page work, which includes an annotated listing with legal citations of all cases referred to in the text, is $29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25154-1, 85-24807).

Attacks on art to make creative individuals conform to societal values, from ancient times to the present, are recorded in *Fear of Art: Censorship and Freedom of Expression in Art.*

Beginning with the origins of Judaism, Christianity, and Islam and their restrictions on painting and sculpture (such as the Second Commandment prohibition of "graven images"), author Moshe Carmilly-Weinberger examines the methods used throughout history to "protect" society from artists.

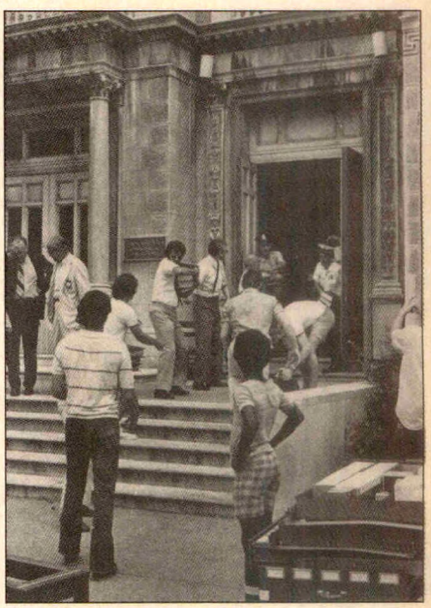
Censorship in America is depicted as centering primarily on "morality" as a result of the Puritan influence. The progress of artistic freedom in the nation is traced through court cases, culminating in the 1970 report of the Commission on Obscenity and Pornography that recommended repeal of over 100 laws restricting erotic materials.

The 249-page volume is $34.95 from R.R. Bowker, POB 762, New York, NY 10011 (0-8352-2241-1).

preserv/conserv/ation

Preparing for the worst. Threats to libraries ranging from theft and mutilation to fire and flood are anticipated in *The Library Disaster Preparedness Handbook.* Loss control consultant John Morris reviews preventive measures and recovery plans for libraries of all types and sizes.

Among the areas covered in the guide are basic building security, problem patrons, fire protection, water damage, designing buildings for safety and security, preservation techniques, and insurance and risk management. The illustrated, 129-page paperback also includes a glossary and bibliography. $20 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0438-6, 86-1155).



***Volunteers formed a "bucket brigade" to rescue 3,000 books from a fire in Philadelphia's Klein Law Library in July 1972. From* The Library Disaster Preparedness Handbook.**

Preservation planning reports from two university libraries are available from the Association of Research Libraries' Office of Management Studies (OMS).

• The *Final Report of the Preservation Planning Program Study Team, Northwestern University Library* follows a year-long self-study of the library's preservation activities with the goal of establishing a five-year strategic plan for preserving the collections.

The results of the study indicate that nine out of every 10 books in the library need treatment, at a total cost conservatively estimated at $45 million. The need for such measures stems mainly from the chemical instability of virtually all paper manufactured since the mid-19th century.

Recommendations in the 46-page report deal with the physical condition of the col-

lections, the environmental conditions in which they are stored, the care with which staff and users handle the materials, and actions needed to mount an innovative preservation program at the school.

• *The Preservation Planning Program, University of Tennessee, Knoxville Library Final Report* reveals that 15.5 percent of the library's book collection is in a deteriorated condition.

Four task forces directed by a six-person study team found problems in control of heat and humidity and a need for improved disaster-preparedness procedures.

The 28-page report makes 75 recommendations covering both procedural and organizational improvements. Among these recommendations are the appointment of a preservation officer for the library, further collection surveys, measures to improve the environment, and a staff and user education program.

Both studies are part of a two-year OMS project funded by the National Endowment for the Humanities. Ten libraries are using a self-study program developed by the office to review their preservation activities and develop long-range plans. The reports are $10 each prepaid (add $5 shipping outside the U.S. and Canada) from OMS Publications Dept., OMS/ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

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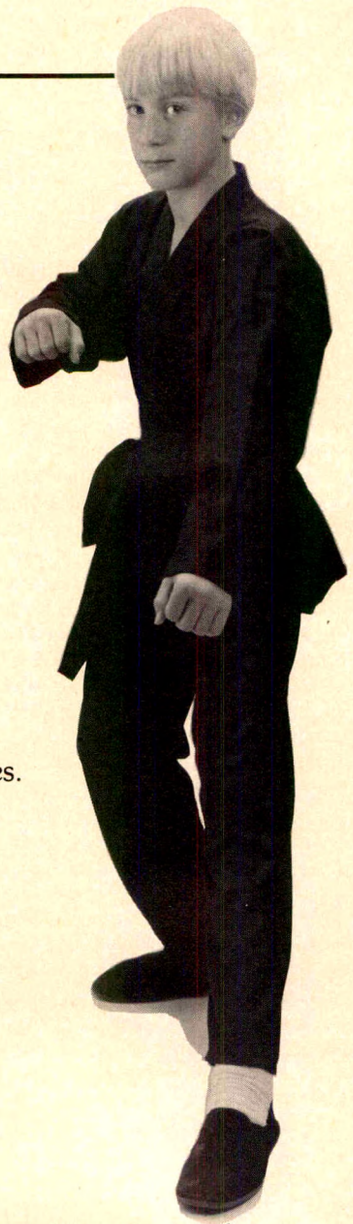

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bibliography

Rock & roll resources. *The Literature of Rock II,* by Frank Hoffmann and B. Lee Cooper, lists thousands of books, articles, and other print materials on rock music published between 1979 and 1983. Entries are arranged according to a "historical outline of the genre," with sections devoted to such subgenres as "doo-wop," "British invasion," "soul music," "soft rock," "disco," and "new wave." An additional section covers "related topics" such as drugs, festivals, politics and rock, and song lyrics.

The listings also incorporate items published between 1954 and 1978 that were overlooked in the current work's predecessor, which was devoted to that period. Includes an index by artists and other topics and a discography representing a basic collection of rock recordings from 1954 through 1983. 1,114 p. in two volumes, $79.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1821-3, 85-8384).

Terrorism texts. *Global Terrorism: A Historical Bibliography,* edited by Suzanne Robitaille Ontiveros, contains nearly 600 abstracts of journal articles that appeared between 1965 and 1985. Arranged geographically, the entries deal with such topics as the Red Brigades, the raid at Entebbe, the hostage-taking at the U.S. Embassy in Iran, and many other less publicized acts. The 168-page volume is indexed by subject and author. $32.50 from ABC-Clio Information Services, POB 4397, Santa Barbara, CA 93140-4397 (0-87436-453-1, 86-3339).

Judaica journals. *Jewish Serials of the World* identifies over 3,000 books, articles, theses, and other secondary source materials dealing with newspapers, magazines, yearbooks, and other serial publications from 1674 to the present. Jewish serials are defined as those with substantial Jewish content and aimed at a Jewish audience.

Compiler Robert Singerman also lists hundreds of special anniversary issues and other selected primary sources. Entries are arranged for the most part geographically, and indexes by subject and author are provided. 377 p., $55 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24493-0, 86-344).

Science citations. Oryx Press has published the fifth and sixth volumes in its "Oryx Science Bibliographies" series, designed to make information on scientific issues more accessible to the general public.

Earthquake Prediction, by David A. Tyckoson, cites 246 publications on various meth-

ods of predicting quakes, successful and unsuccessful attempts at predictions, the social and ethical consequences of earthquake prediction, and other aspects of the science (72 p., 0-89774-228-1, 86-2547).

Science Eduction, by Eileen E. Schroeder, lists 337 articles and books dealing with the teaching of science at the preschool, kindergarten, elementary, and high school levels; in specific subject disciplines; for special populations such as gifted or disabled students; teacher education; teaching methods and attitudes; educational reform and the science curriculum; and other areas (112 p., 0-89774-227-3, 86-42578).

Both paperback bibliographies are annotated and contain introductory research reviews providing background on the topic. $15 each from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483.

school media

Teaching children's lit. Mildred Knight Laughlin and Letty S. Watt suggest activities for involving children in literature in *Developing Learning Skills through Children's Literature: An Idea Book for K–5 Classrooms and Libraries.*

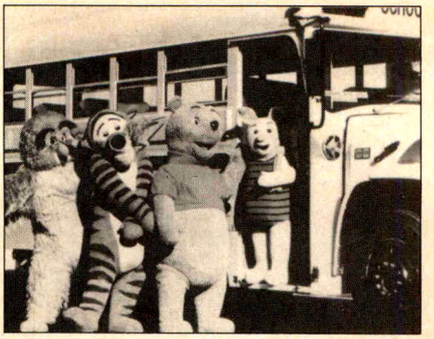
Sixty "units," arranged by grade levels, focus on specific authors, topics, or types of literature; each unit gives student objectives, biographical sources, recommended books, and introductory and follow-up activities. Appendixes list collective biographical sources, sources for book introduction techniques, and publishers' addresses. 256 p., paper, $30 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-258-3, 86-2554).

Micros and the media center. School media specialists' traditional role as the provider of instructional tools and materials gives them the background and skills to manage microcomputer facilities. With this in mind, editors Blanche Woolls and David V. Loertscher have assembled 18 original essays containing practical information on managing microcomputer programs in *The Microcomputer Facility and the School Library Media Specialist.*

The contributors discuss facility planning (including hardware and software selection), operation (describing administrative applications and providing basic rules for cataloging software), services (such as database access and interactive video), and working with the faculty (covering inservice training and micro applications in specific subject areas). The 200-page paperback is $15 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-3325-4, 85-26827).

Practical policy development. *School Media Policy Development* is designed as a practical guide to initiating, developing, and implementing media policies in small school districts (those with 1,000 students or fewer).

Author Helen R. Adams begins by posing the argument for having written policies, showing their advantages to media professionals, patrons, administrators, and boards. She then takes readers step-by-step through the policy development process, from laying the groundwork through policy review and revision. Appendixes reprint sample policies, describe the services of state media agencies, list national and state school media and school board associations, and give information on job descriptions and performance evaluation. 174 p., $23.50 U.S., $28 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-450-8, 86-18587).



The bear on the bus. Winnie the Pooh and his friends teach youngsters the safe way to ride the bus in *Pooh's Great School Bus Adventure.* The 14-minute film/videocassette, aimed at kindergarten through 3rd grade, comes with a teacher's guide, reflective "Think Safety" stickers, a full-color "Be Like Pooh" poster, and other support materials. For more details on this and other safety programs featuring Disney characters, write Walt Disney Educational Media Co., 500 S. Buena Vista, Burbank, CA 91521.

Grants guide. *Grant Proposal Writing: A Handbook for School Library Media Specialists* covers all steps of the process, from developing an idea and finding a funding source through managing a resource project.

Author Blanche Woolls covers such aspects of proposal writing as stating a need, setting goals and objectives, choosing project staff, itemizing the budget, evaluating the project, and reviewing the proposal. The 131-page guide also includes sample requests for proposal, a Program Evaluation and Review Technique chart, and a bibliography. $29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24440-5, 85-23916).

Micros and video usage. Quality Education Data, an information-gathering company specializing in elementary and secondary education, has just released a report on *Microcomputer and VCR Usage in Schools, 1985–86.* The publication offers data on K–12 public schools, describes trends from the 1981–82 school year through the present, and makes projections of future usage.

The report looks at such areas as the growth of micros in schools and districts, usage of micros and VCRs in urban and rural schools, minority enrollment and use, micro and VCR density, leading micro brands and VCR formats, and the correlation between lifestyle and micro and VCR usage. It also contains state-by-state profiles of micro and VCR usage, lists and descriptions of the nation's top 166 micro and VCR districts, and a study conducted by Johns Hopkins University on the instructional usage of school computers. 150 p., paper, $39.95 from Quality Eduction Data, 1580 Logan St., 3rd floor, Denver, CO 80203 (0-88747-217-6). □

Statement of ownership and management

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currents

Oct. 1 **Richard Akeroyd** became Connecticut state librarian. ☐ **William Beeney** has been appointed catalog librarian at St. John's University library, Jamaica, N.Y. ☐ At the University of Tulsa (Okla.) library, **Ann Shell Blakely** is now library user education librarian. ☐ The new head of special collections at the University of Houston–University Park Libraries is **Patricia Bozeman.** ☐**Faith J. Brautigam** recently became head of children's services at Sandusky (Ohio) Library. ☐ The 1986/87 president-elect of the Connecticut Library Association is **Susan Bullock**. ☐ The new administrative assistant for Anne Arundel County Public Library, Annapolis, Md., is **Cathy Butler**. ☐ **Jeris Cassel** has become reference librarian/online services coordinator at Rutgers University's Kilmer Area Library, New Brunswick, N.J. ☐ The first director of library services for Lamar University, Orange, Tex., is **Anne Wenz Chase**. ☐ **Mary Cervantes Clarkson** now heads circulation at Trinity University, San Antonio, Tex. ☐ **Jane Hanson Cooney,** former vice president and director, information services, at the Bank Marketing Association, Chicago, Ill., became executive director of the Canadian Library Association at the end of October. ☐ In September **Walt Crawford** became assistant director for special services at the Research Libraries Group. ☐ **Mary J. Cronin**, former director of libraries at Loyola University of Chicago, Ill., is now university librarian at Boston College, Chestnut Hill, Mass. ☐ **Gene Damon** has been appointed associate dean, technical services and systems development, at Northeastern University, Boston, Mass. ☐ ALA Endowment Trustee **Albert W. Daub** has been named president of Scarecrow Press. ☐ **Howard Dess** has joined the staff of Rutgers University's Library of Science and Medicine, New Brunswick, N.J., as physical sciences resource librarian. ☐ Sept. 2 **Blane K. Dessy**, former Ohio deputy state librarian, became director of Alabama Public Library Service, Montgomery. ☐ **Kenneth F. Duchac** will retire as Brooklyn Public Library director in early 1987. ☐ At Dalhousie University, Halifax, N.S., **Mary Dykstra** now directs the School of Library Service. ☐ Aug. 25 **Charles Early** became head of collection development and bibliographer for science/engineering at Johns Hopkins University's Milton S. Eisenhower Library, Baltimore, Md. ☐ Sept. 1 **William R. Eshelman** retired as president of Scarecrow Press. A former ALA Councilor-At-Large and editor of *Wilson Library Bulletin*, Eshelman plans to operate a hand press and print limited-edition booklets of poetry. ☐ **Bill Foege** has been appointed business, science, and technology librarian at Tampa-Hillsborough Public Library System in Florida. ☐ The new associate director of libraries at Trinity University, San Antonio, Tex., is **Barbara J. Ford.** ☐ **Janet Frederick** now heads the Bibliographic Database Management Department of the University of New Mexico's General Library, Albuquerque. ☐ **Beth Freeman** is now coordinator of public services at the University of Tulsa (Okla.) library. ☐ **Michael Stuart Freeman** recently became Haverford (Pa.) College librarian. ☐ **Helen Gbala** now heads the Monographs Department at the Illinois Institute of Technology's Galvin Library, Chicago. ☐ **William A. Gosling** has been appointed assistant director for technical services at the University of Michigan Library, Ann Arbor. An ALA Councilor-At-Large, Gosling was 1978–80 president of the association's Resources and Technical Service Division. ☐ **Judy Greeson** now directs the Clinch-Powell Regional Library, Clinton, Tenn. ☐ **Lyn Gubser** recently resigned as executive director of the Association for Educational Communications and Technology. ☐ **Jo Anne Hawkins** has become the first head of the Perry-Castaneda Library at the University of Texas at Austin. ☐ Aug. 7 **Dan C. Hazen**, 1984/85 president of the Seminar on the Acquisition of Latin American Library Materials, became UC/Berkeley Library's associate librarian, Hispanic collections, in its Collection Development and Reference Services Department. ☐ **Nancy Henry** has become reference librarian at the University of Tulsa (Okla.) library. ☐ **Donna Hitchings** is now coordinator of user education at the University of Houston–University Park Libraries. ☐ **Sandra Holderman** has become computer systems manager for Kansas City (Mo.) Public Library. ☐ At Rice University's Fondren Library, Houston, Tex., **Ralph W. Holibaugh** is now associate librarian. ☐ Cleveland (Ohio) Public Library's new deputy director is **Norman Holman**. ☐ **Judith Johnson** has been appointed dean of learning resources at Florida Community College at Jacksonville. ☐ Nevada's new state librarian is **Joan Kerschner**. ☐ Oct. 1 **Henry C. Koch** retired as associate director emeritus of Michigan State University libraries, East Lansing. ☐ In August **Joseph J. Mika** became director of the graduate library science program at Wayne State University, Detroit, Mich. ☐ Sept. 15 **Ruth Person** became dean of the College of Library Science at Clarion University of Pennsylvania. She last served as associate dean of the Catholic University of America library school, Washington, D.C.

CORRECTION: **Herbert Goldhor**, director of the Library Research Center at the University of Illinois at Urbana-Champaign library school, has announced plans to retire in 1987. **Robert E. Molyneux** has been appointed to succeed him (*AL*, Sept., p. 648).

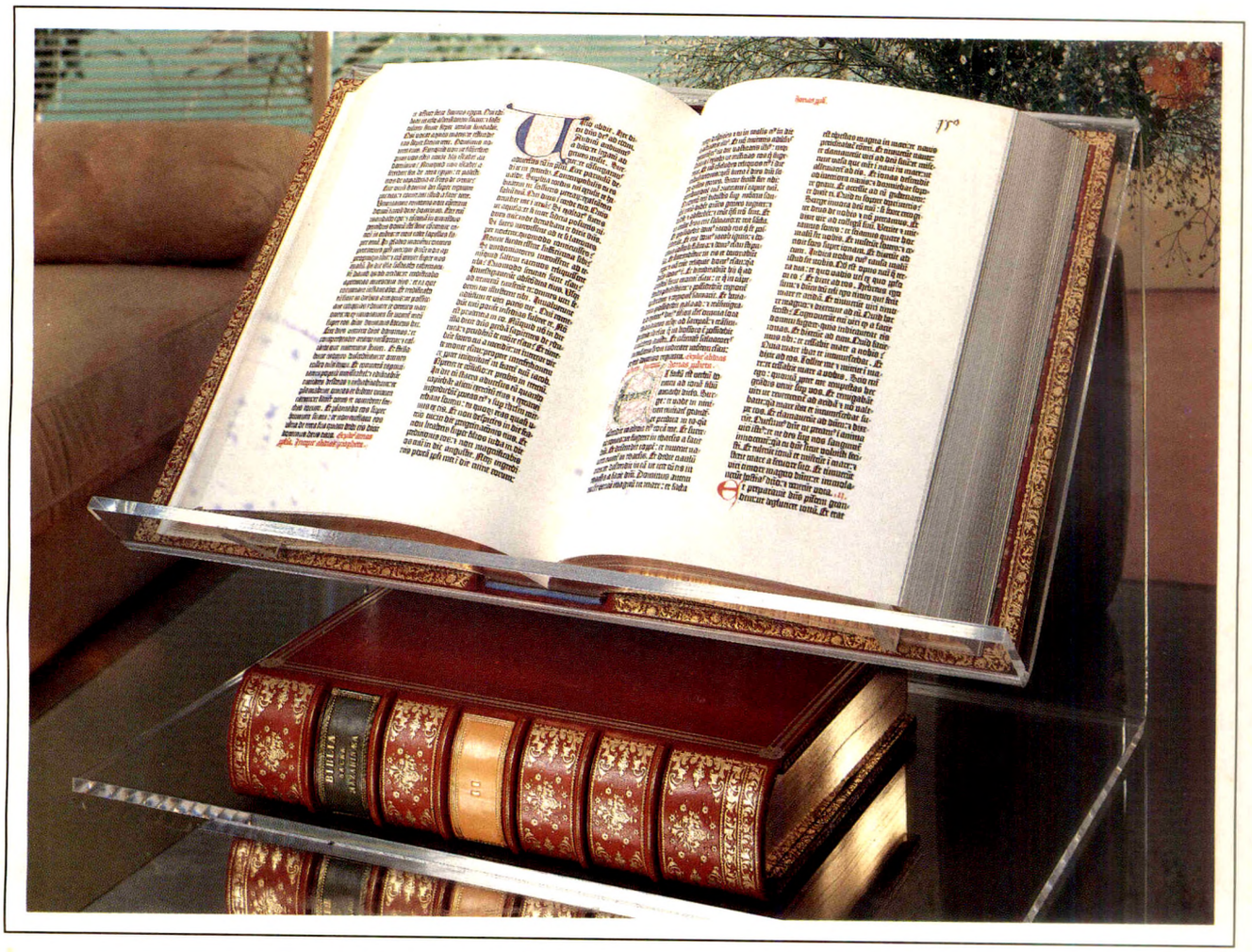
Elena Tscherny, is coordinator of the Community Information Service at the District of Columbia Public Library and new president of REFORMA. Her photograph was incorrectly captioned last month.

Bill Petersen

Personnel Touches. Carol Erickson (pushing broom) has brought a new element of staff camaraderie to the Winding Rivers Library System, La Crosse, Wis., where she is the new system service manager.

Erickson wielded a camera on get-acquainted trips to the 37 WRLS member libraries, creating a system "family" photo album. Though many were reluctant to pose, all appreciated the finished product, which enabled them to match faces with the names and phone voices of coworkers scattered across seven counties.

In turn, the photo subjects demanded a reciprocal photo of Erickson's own staff (above), which appeared in the system newsletter's July 1986 issue. From left to right the industrious subjects are: Sally Norton, Dolores Eldridge, Doris Pynn, Jane Radloff, Charles Clemence, Carol Lee, Chris Raulusonis, Carol Erickson, Myrna Paulson, James White, Patricia Boge, Sylvia Frye, Ethel Himmel, Janet Jensen, Nancy Lorenz, Cynthia Mischnick, Kalla Kalloway, John Rafferty, Sharon Hanson, and Kerry Kane. *—Beverly Goldberg*



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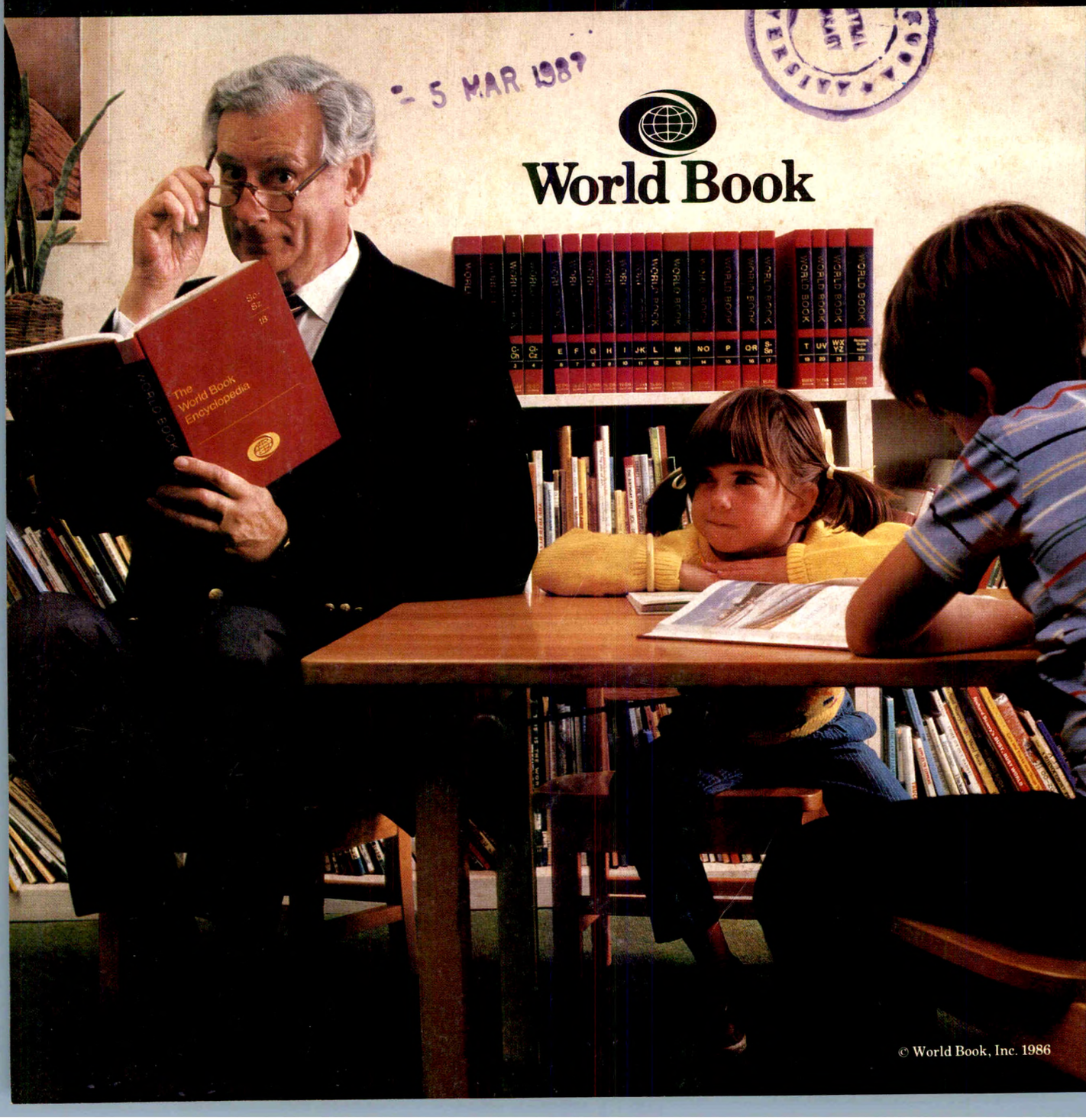

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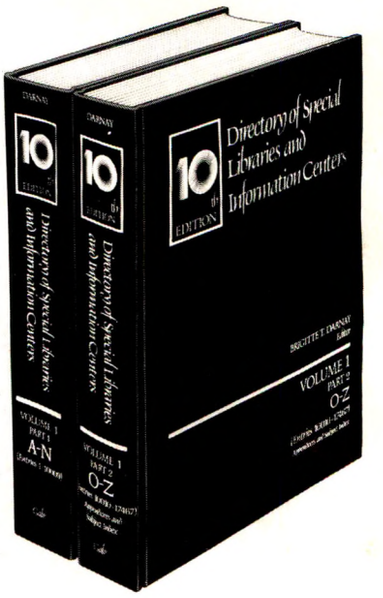

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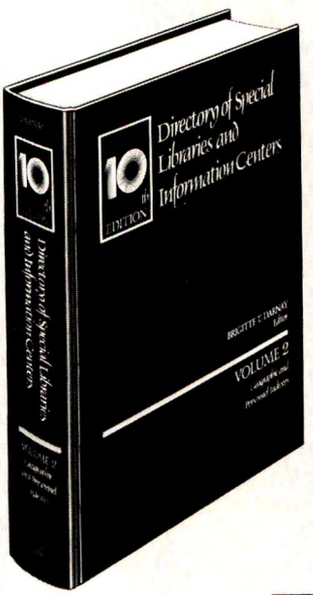

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Volume 2 provides two additional approaches to the information in Volume 1. The Geographic Section lists the institutions by state or province. Furnished are names, addresses, primary fields of interest, and a reference to where additional information can be located in Volume 1. The second section is an alphabetical roster of all the library personnel mentioned in Volume 1. Each person is identified as to professional title and affiliation.

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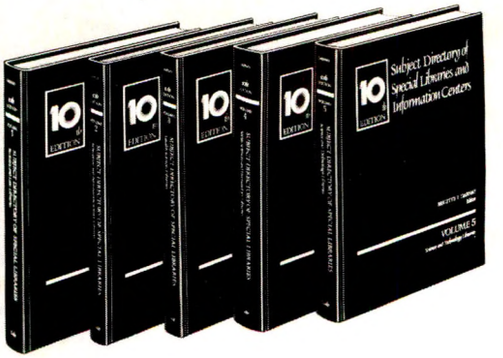

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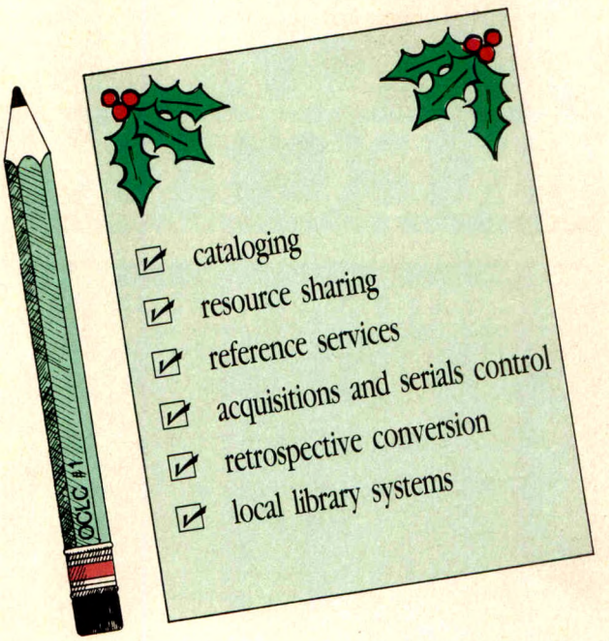

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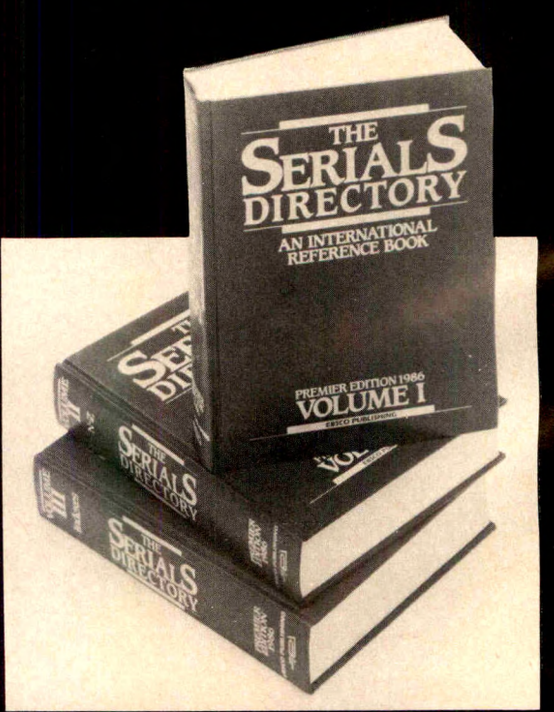

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american libraries

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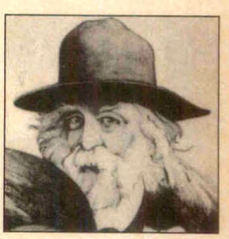

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Cover: The Dwight Foster Public Library, named after the first settler of Fort Atkinson, Wis., (pop. 10,000) was built in 1916 by Prairie School architects Claude and Stark. Potter Design Group, Inc., of Madison, tripled the library's size to 21,000 square feet in 1983, at the same time preserving the 1916 style. ALA member Mary D. Gates has directed the library since 1976. Gates herself comes from a pioneer family, and served as a Foster Public Library trustee before earning an MLS at the University of Wisconsin/Madison. The library is resource center for Jefferson County and serves rural neighbors as well as local employees of the Highsmith Co., Inc. Photos by Don A. DuBroff, Chicago.

member alert

Free ideas for King holiday and Black History Month. The Public Information Office is offering a free booklet crammed with program, promotion, and display ideas for libraries observing Martin Luther King, Jr., Day Jan. 19 and Black History Month in February. Schools , churches, and other groups may find the ideas useful. For your copy, send a 39 cent-stamped 9-by-12-inch envelope to King Orders, Public Information Office, ALA, 50 E. Huron St., Chicago, IL 60611. You can also order a 15-by-23-inch Martin Luther King, Jr., poster from the same address at $4 (prepaid for orders under $15).

Dance nets $18,000 for scholarships. The ALA President's Dance hosted by Immediate Past President Beverly P. Lynch at Annual Conference in New York City June 29 netted $18,006 to benefit the David H. Clift Scholarship and the Louise Giles Minority Scholarship, Treasurer Patricia Schuman reports. The two scholarships each provide $3,000 a year to worthy students beginning a master's program at a library school. For information about the scholarships, contact the Office for Library Personnel Resources at ALA.

Last chance to become a life member and save $. President Regina Minudri reminds members that the Association offers the opportunity to become a life member only through 1987. Since the new federal tax laws may restrict or eliminate future deductions of professional membership dues, you may save additional dollars by enrolling now.

Ask a librarian! To promote librarians as well as libraries, Public Information Office Director Linda Wallace announces three new items touting the slogan, "When you *absolutely positively* have to know, ask a Librarian." With the permission of Federal Express, the message is printed white-on-purple on a banner ($3), bookmarks (200 at $6), and 5½-by-8½-inch notepads (four 100-page pads at $5) from the Public Information Office.

Dial 1-800-545-2433. Associate Executive Director Ernest Martin reports that during the four-month period June through September, an average of 103 people a day phoned ALA on the new toll-free number service, compared with the daily average of 1,100 calls on the regular line, 312-944-6780. Thus far, Martin says, the monthly cost of the additional toll-free service has stayed within the original budget projection of $325 a month. (In Illinois, call 800-545-2444; in Canada, 800-545-2455.)

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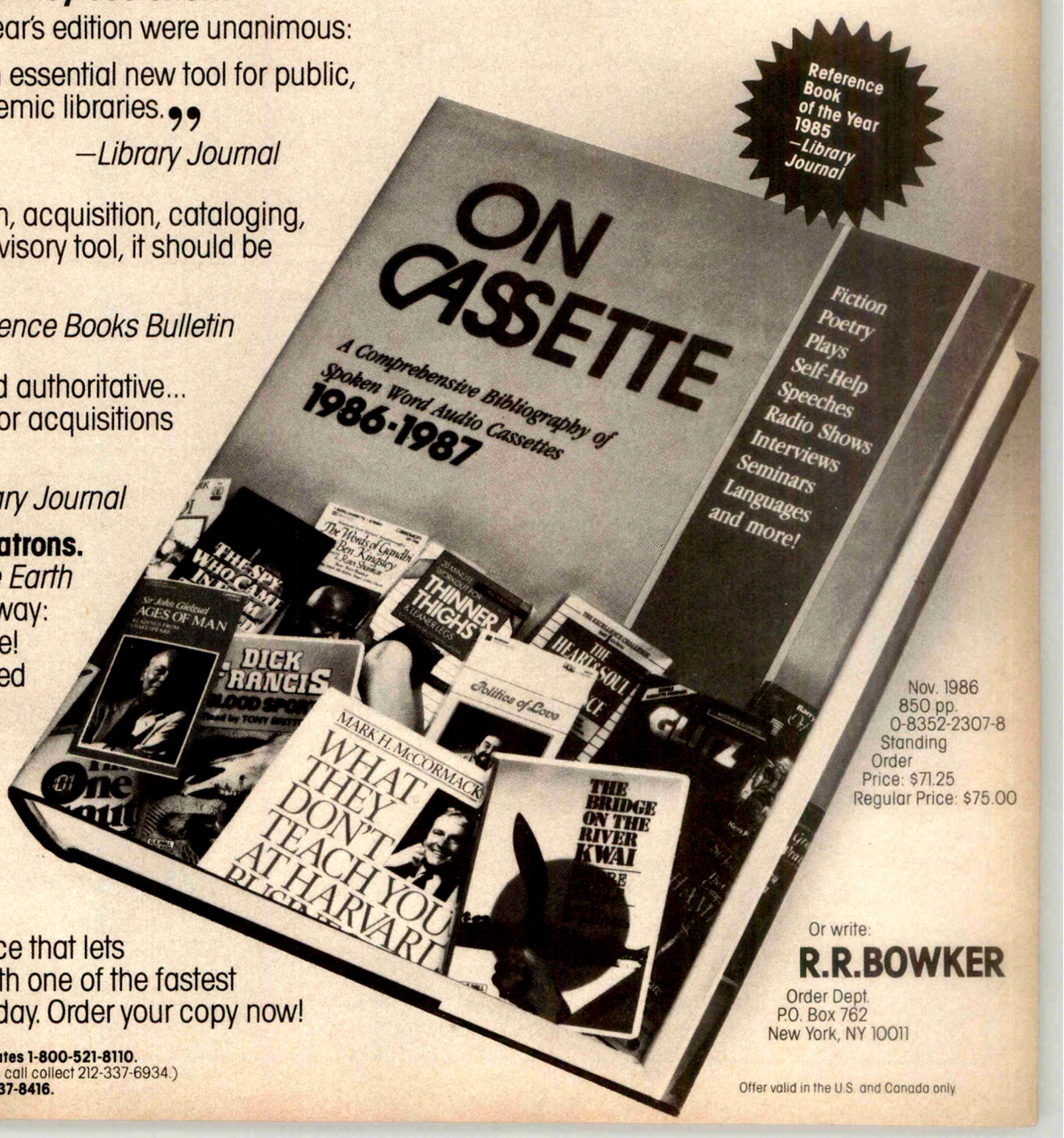

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the editor's page one

You made it!

CAN YOU BELIEVE IT? SOMEHOW YOU'VE MADE it through another 12 months, most of you. You've made it past all the tribulations in a librarian's life, all those moments it seemed you'd be crushed flatter than a compact disc.

Academic librarians, you've made it with half your collection beached in faculty offices, and the other half adrift on interlibrary loan. The Administration, ignoring your screams, has scorned the library to set up a Computer Center, an Information Center, and every kind of center a library longs to be, leaving you to pump out reserves and clean the Coke stains off the Compaqs. And still, you've hung tough, sustained by dreams of cataloging a landmark-millionth record online next year.

Public librarians, nice going—you've made it through, too, no matter how many dead animals the kids dumped in the book return. The winos have found the local history room, and the genealogists are fuming. It rained on your bake sale, your children's librarian quit, and your automation vendor vanished. Yet, there you are, indomitable, writing grant proposals for "Outreach '87."

And oh, you school media specialists, what fun you've had getting through! The principal bumped you from the Curriculum Committee and suggested you join a new professional association, your ninth. Your brave stand against a group of censors earned you a 30-percent cut in book budget. Little Chuckie ran a magnet over your cataloging database, and Kimberly is blaming you for her nightmares. Yet, undaunted, you have worked your way back into curriculum planning by hiding the Apple II software from faculty.

How about you special librarians making it through? The corporation tightened its belt and spent your database budget on an executive sauna; managers cried for their 10K reports while management deep-sized your staff. You were merged, acquired, divested, and sold, and no one knew what to do with the library—except you: You survived, and next year you'll SDI the top officers until they beg for mercy.

Here at *American Libraries* we find ourselves amazed at making it through once more. All the best news broke after our deadlines. A full issue's film bound for the printer disappeared—and turned up in Tennessee instead of Minnesota. Staff members were stuck in subways, frozen at bus stops, and drowned in galley proofs. But we made it, not only through 1986 as individuals, but through our first seven decades as a publication. Next month we celebrate our 80th anniversary; we couldn't have made it without you.

And so to all our 50,000 gritty, unsinkable colleagues out there, for all you do, this wish is for you: A joyous holiday season and a knock-'em-dead New Year! —*Art Plotnik*

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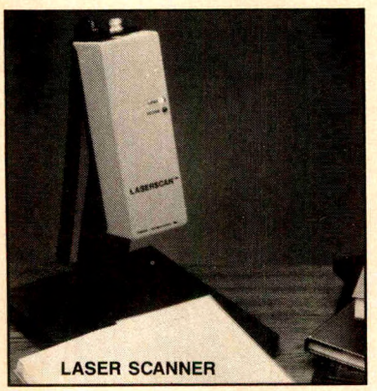

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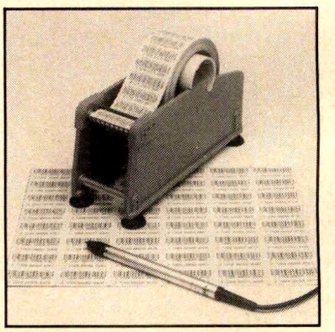

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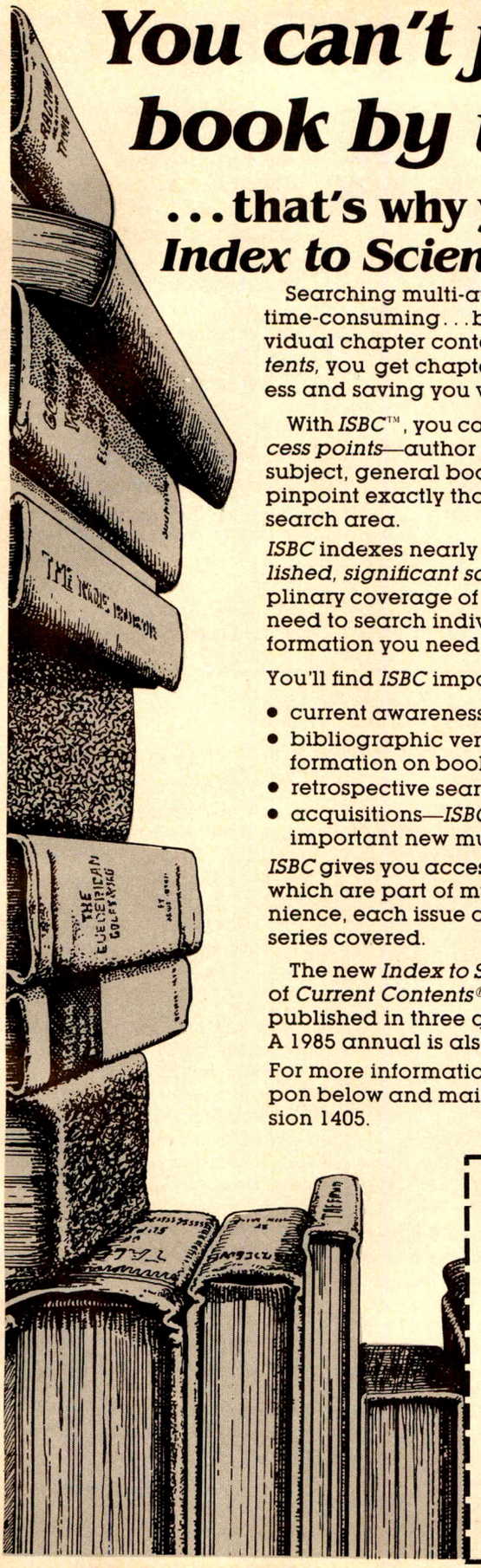

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in the news

"YES" votes spur libraries in local referenda

Most voters supported library service in referendum issues Nov. 4. Four states rejected propositions endangering library support, many cities increased funding, and at least one county, Umatilla, Ore., elected its first library district board.

Californians defeated Proposition 61, an effort by conservatives to limit the salaries of public employees and those under contract. If it had passed, Los Angeles County Librarian Linda Crismond was prepared to close 38 of the system's 91 libraries from Nov. 5 through Dec. 31 to stay within budget.

In Colorado, voters defeated Amendment 4, a plan to make every state tax increase subject to voter approval. Library supporters had warned it would bring about library admission fees.

Courtesy DeKalb Library System, Ga.

Oregon State Librarian Wesley A. Doak reported that an informal coalition of library-related groups helped defeat Oregon's Measure 9, an attempt to drastically reduce property taxes.

Montana voters rejected a proposal to abolish property taxes entirely, but okayed a measure to freeze them at current rates. Deborah L. Schlesinger, director of the Lewis and Clark Library in Helena, fears the freeze will cause Montana to fall even further behind in pubic library support—it currently spends $1.52 less than the $9.06 per capita national average.

More winners than losers

Kansas City Public Library Director Daniel J. Bradbury said he was "ecstatic" at the voters' approval of an 18-cent increase in the library's operating levy. The increase will add $3 million a year to the $4.5 million budget and finance a long-planned overhaul and expansion.

Hugh Craig Atkinson, 1933–1986

"He has out-soared the shadow of our night"

Ed. note: Among the many associates of Hugh Atkinson who shared their thoughts with us upon his recent death was Michael Gorman, who offered this written tribute to his long-time colleague at the University of Illinois/Urbana-Champaign.

HUGH ATKINSON WAS, QUITE SIMPLY, one of the most extraordinary people I have ever met. He was, at once, a man of enormous complexity and of disarming simplicity. He was a genius in librarianship who never flaunted his great intelligence, and an intellectual who, for the most part, hid his intellectualism. Hugh was a wise and witty man and a natural democrat who never condescended to anyone and who treated all kinds and conditions of people with equal kindness and consideration. He had a passionate commitment to librarianship and believed in the overriding mission of libraries as agents of culture and civilization and in the importance of library service in carrying out that mission.

Hugh Craig Atkinson was born on November 27, 1933, and died, untimely, October 24, 1986. He was a graduate of St. Benedict's College and of the Graduate Library School of the University of Chicago. He worked in the libraries of the University of Chicago, the Pennsylvania Military College, the State University of New York at Buffalo, Ohio State University, and the University of Illinois

Rhondal McKinney

at Urbana-Champaign (UIUC). Especially in the latter two institutions he established a reputation as one of the major innovators in modern librarianship.

His ideas on library automation, on cooperation, and on the organization of libraries were a decade or more ahead of their time. In the UIUC Library, one of the largest libraries in the world, he oversaw innovations in each of these areas. He has been described as the "father" of the Illinois LCS network (the most developed statewide network of its kind in North America) and was certainly responsible for establishing an ethos of cooperation in the state of Illinois which has been of great benefit to the citizens of that state. Within the UIUC Library, he was responsible for the creation of a major online catalog (which will, in the near future, be the basis for a statewide online catalog) and for the reorganization of the administrative structure of that library, which has rapidly become the paradigm for many other major research libraries.

Hugh Atkinson was an important figure in the Association of Research Libraries, a member of the OCLC Board, and a tireless worker on behalf of ALA's Library & Information Technology Association. He wrote on many topics in a number of library journals and spoke to library meetings on three continents. Despite all these achievements, he remained very much his own man, without a trace of pomposity or self-aggrandizement. It is hard to believe that we shall not see Hugh again and that someone so vital is no more, but we can remember the rich legacy of a man who gave so much and who achieved more, in a sadly shortened life, than most achieve in a longer span. Those who knew him will remember his vision, his kindness, and his individuality. We all will live in the shadow of one of the great librarians of our time.

He is secure and now can never mourn

—Michael Gorman

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Allen Prier

Anchorage aweigh!

Staff at the Z.J. Loussac Public Library release a volley of balloons to celebrate the opening of the new Anchorage (Alaska) Municipal Libraries headquarters. The Sept. 14 grand opening festivities featured welcoming remarks by Alaska Senator Ted Stevens, Gov. Bill Sheffield, and Anchorage Mayor Tony Knowles, and a keynote speech by author John Barth.

The following day—the library's official first day of business—nearly 3,000 patrons came through the doors and checked out 3,140 items. That record stood for less than a week: On a special "Kids' Day" Sept. 20 marking the end of the opening week, over 6,000 children and adults visited the library and borrowed over 4,000 items.

The $40-million facility, situated on a 17-acre, park-like site in midtown Anchorage, has been affectionately called "The Starship Enterprise" because of its futuristic dome and circular design. The "library of the future" also features an automated catalog and circulation system, database-searching facilities, teleconference capabilities, and a still-unfinished video production studio.

Designed by Environmental Concern, Inc., the four-level, 140,000-square-foot building has the capacity for 500,000 books, allowing ample room for expansion of the 152,000-volume collection.

(Continued from p. 816)

Library campaigners mailed out letters and postcards and staffed a phone bank to get out the vote. Community Relations coordinator Al Hannah gave special credit to the branch employees who spread the word to every patron.

Columbus and Franklin County, Ohio, voters approved a 2.2 mill tax levy so that their library can expand hours, services, and facilities. One Columbus suburb, Grandview, also passed a 2.2 mill levy, but another, Grove City, rejected one.

Colorado Springs electors passed a levy doubling the Pikes Peak Library District operating fund. Pikes Peak plans to open a new state-of-the-art building and four branches, buy more books, and run a Computer Learning Lab and a Video Studio/Communications Center. Other Colorado library districts celebrating victories were Arapahoe, Pueblo, and Jefferson County. In Security, however, a mill levy measure was defeated by only 223 votes out of 6,541.

The Lapeer County (Mich.) Library won a 10-year, one-half mill property tax increase after a vigorous campaign run by the manager of the local McDonald's restaurant. An Atlanta public relations firm helped the DeKalb Library System, Decatur, Ga., put over a $29 million bond issue; the funds will build 16 new facilities, expand and renovate four others, and buy 700,000 more books.

By a 77-percent margin, Arlington County, Va., voters passed a $10.8 million bond issue to expand and renovate their library. In Cuyahoga County, Ohio, a $1.5 million bond issue to enlarge the library's Berea Branch passed by a 66 percent margin.

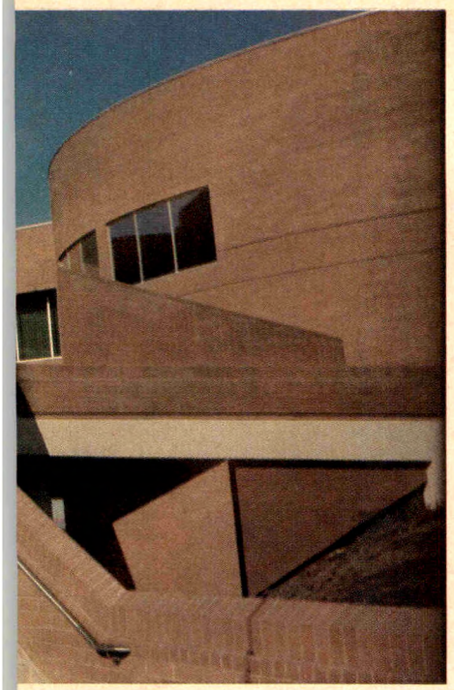
In Louisville, Ky., voters defeated a resolution creating a library district funded by an occupational license fee of one-tenth of 1 percent. As a result, the Louisville Free Public Library will continue to limit its hours and services, and some branches will have to close.

Pendleton, Ore., created the Umatilla County Library District board, but funding must be voted at another election. Blue Mountain Community College Librarian Mary Bates expressed optimism, however; she says the district victory raised the spirits of library supporters throughout Oregon. —*L.R.P.*

Librarians on the ballot

ALA Councilor Bernard A. Margolis, Monroe County (Mich.) Library director, lost his race for a state senate seat by only 1.08 percent, and attracted considerable attention; many voters encouraged him to try again. His opponent, the Republican incumbent, spent four times as much as Margolis on the campaign.

The mayor of Good Thunder, Minn. (pop. 300), Traverse des Sioux Library System Director John Christenson, had decided not to seek reelection to a sixth term. The voters, however, decided otherwise: they reelected Christenson in a write-in vote of 126–123 over the one candidate on the ballot.



Owens reelected to House; Senate plays musical chairs

In warmly endorsing Rep. Major Owens (D-N.Y.) for reelection to a third term Sept. 7, the *New York Times* characterized him as "a workhorse, a sound, effective Congressman...a librarian...and a shrewd, practical politician." Brooklyn voters agreed, giving Owens a smashing 91 percent victory Nov. 4.

In addition to Owens, many other friends of libraries were reelected or elected the day the Democrats increased their House margin by five seats and regained control of the Senate. New committee chairs will not be confirmed until after the Senate Democratic Caucus meets, but some new faces in areas of interest to libraries are likely to appear.

The current chairs of the Senate Appropriations Committee and its labor-health and human services–education funding subcommittee, Senators Mark Hatfield (R-Ore.) and Lowell Weiker (R-Conn.), have been extraordinarily strong library supporters. They will probably be replaced by Sen. John Stennis (D-Miss.), an 85-year-old Southern conservative, and Sen. William Proxmire (D-Wis.), a maverick famous for his "Golden Fleece" awards. Stennis' colleague, Rep. Jaime Whitten, (D-Miss.) will continue as chair of the House Appropriations Committee, giving Mississippi constituents double leverage.

Kennedy chooses labor

In order to restore an emphasis on people programs within deficit-reduction limits, Sen. Edward Kennedy (D-Mass.) chose to chair the Labor and Human Resources Committee, which includes education and libraries.

Honorary ALA member Sen. Claiborne Pell (D-R.I.) is expected to chair the Education, Arts, and Humanities Subcommittee once again. In the House of Representatives, another honorary ALA member, Rep. William Ford (D-Mich.) will be a member but no longer chair of the Postsecondary Education Subcommittee.

The Senate Budget Committee would be chaired by Sen. Lawton Chiles (D-Fla.), a moderate who supports a combination of tax increases and spending cuts to reduce deficits, but who has proposed selective spending increases in areas such as education. One of education's best friends on the Budget Committee was Sen. Mark Andrews (R-N.D.), who lost his reelection bid.

Sen. Wendell Ford (D-Ky.) is likely to chair the Joint Committee on the Library, which oversees the Library of Congress. Ford would also be vice chair of the Joint Committee on Printing (JCP), which oversees the Government Printing Office. He is generally friendly toward libraries, as is in-

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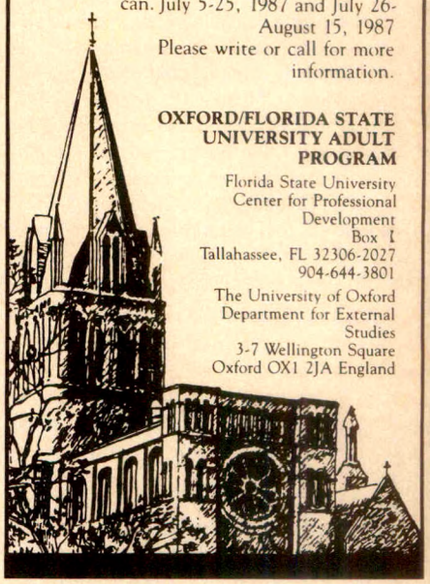

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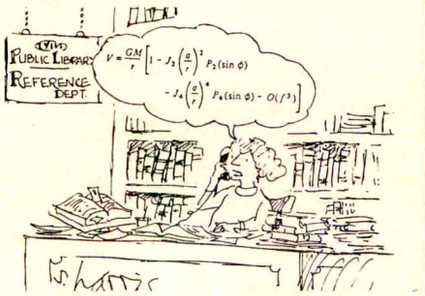
IMAGE: How they're seeing us

AN INSTRUCTIVE FIVE-POINT GUIDE to gaining "self-assurance in the stacks" appeared in the September *Seventeen*. Entitled "Surviving in a College Library," the article was written by Paul Frantz, coordinator of library instruction at the University of Nebraska/Lincoln. Among other tips, Frantz points out such research tools as government documents and unique magazine indexes for specific disciplines. He also describes how to use a reference librarian and when best to conduct a computer search. Frantz concludes: "A more enduring benefit of increasing your library expertise is that you will learn how to learn . . ." Thanks to Peggy Mueller at Fort Worth (Tex.) Public Library for alerting us.

"WHEN I GROW UP I WANT TO BE A librarian, so I can give people books so they can get jobs," said third-grader Anthony Wilbanks to a reporter for the *Columbus Dispatch* in Ohio. The front page of its Oct. 24 "Accent" section featured a story about interviews with 200 youngsters about their ambitions. Ten were published. Wilbank's photo appeared in an attractive layout that should draw many readers. M. Jacob, vice president for library planning at OCLC in Dublin, sent the tearsheet.



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From* American Scientist, *Sept.-Oct. 1985, submitted by Verda Bialac, Omaha (Neb.) Public Library.

AN OCT. 23 WIRE STORY THAT appeared in the San Diego *Tribune* and other papers highlighted Bette Midler, who last time we looked was the subject of an ALA "Celebrity Read" poster and a friend of libraries. She was searching for a name to give her coming baby. "I like Bob Geldof's baby's name—Fifi Trixibelle," she said, "but my husband says when she's 40, a librarian and a spinster, she's not going to be happy with Fifi Trixibelle." Several readers sent the clipping.—*E.McC.*

coming House JCP Chair Rep. Frank Annunzio (D-Ill). Sen. Charles McC. Mathias, Jr., (R-Md.), the current JCP chair who is retiring from the Senate, will be missed for his special interest and leadership on information access issues.

A Democratic Senate is not likely to mean major shifts in policy or spending. Democrats will be under pressure to show progress in reducing the deficit, and they will know that a popular President can now blame Congress for just about anything. Syndicated columnist Richard Cohen speculated that the real winner is Ronald Reagan: "Lame duck or dead duck, when he quacks, they will quake."

—Carol C. Henderson

Bond victory incarnate

Now in its first months of service, the new, $7.5 million Irving (Tex.) Public Library is the result of a bond-election victory of January 1982. Irving had outgrown its 17,000-sq.-ft. library in just two decades; now the community of 150,000 can enjoy an 82,000-sq.-ft. modern facility with 300-seat auditorium.

Carnegie report on colleges cites "library-classroom gap"

A report issued Nov. 1 by the Carnegie Foundation for the Advancement of Teaching criticized the quality of undergraduate education in the U.S., including the lack of use of the campus library by students.

College: The Undergraduate Experience in America is based on a three-year, $1-million study of 29 colleges and universities and on surveys of 5,000 faculty members, 5,000 undergraduates, 1,000 administrators, 1,000 high school students, and 1,000 parents.

"The quality of a college is measured by the resources for learning on the campus and the extent to which students become independent, self-directed learners," the report said. "And yet we found that today, about one out of every four undergraduates spends *no* time in the library during a normal week, and 65 percent use the library four hours *or less* each week. The gap between the classroom and the library, reported on almost a half-century ago, still exists today."

Among the report's library-related recommendations:

- All undergraduates should be given bibliographic instruction and be encouraged to spend as much time in the library as they spend in class.
- Support for the purchase of books should be increased, with a minimum of five percent of the college's operating budget going to libraries.
- Colleges should work with local schools and community libraries to help strengthen library holdings.
- Colleges should "sustain the culture of the book" through such activities as author visits and faculty seminars on influential works.

The report's 83 major recommendations also include the dropping of standarized tests as an admission requirement and the development of a required core curriculum to introduce students to essential knowledge.

College will be published in book form early next year by Harper & Row.

CONSER serials base adds abstracting, indexing info

An ambitious project to enrich the vast CONSER serials-information shared database has been completed in just under five years. At a cost of some $1 million, nearly 50,000 unique "core" bibliographic records were fattened by a total of 130,000 notes on abstracting and indexing services. The records were also enhanced with their ISSN, key titles, and abbreviated key titles.

Managed by Julia Blixrud, the project was sponsored by the Association of Research Libraries (ARL) and National Federation of Abstracting and Indexing Services, with help from foundations, commercial firms, and libraries.

In announcing the project's completion, ARL noted that "for libraries, benefits from the project include a cleaner, more complete CONSER database. Heavily indexed titles are usually the ones most often requested, and the project has identified those important titles and where they are indexed and abstracted. Better information on access to journals provides invalu-

Susan Brandehoff

Photos: Upper left, Colleen Kirby (l.), South Dakota State University, Brookings, and Elizabeth Lang, Huron (S.D.) College, relax beside a resort fireplace; left, CLA Executive Director Christine Hamilton-Pennell with husband Bob and their son, Robin, who was one of many children at the meeting; and above, incoming presidents Lucy Schweers (CLA) and Duane Johnson (MPLA), co-chairs of conference planning, try to ignore a ferocious stuffed Alaskan brown bear. —*S.E.B.*

MPLA/CLA:

Library conferencing: Western-style

To a ski-resort setting, add thoughtful speakers and programs and the casualness of jeans and jogging suits, and you have the close-to-perfect library conference.

The Mountain Plains Library Association (MPLA) and Colorado Library Association (CLA) jointly held such a conference Oct. 11–15 in SilverCreek, Colo. Nearly 700 people gathered there to discuss a host of library issues, including national information policy, multitype systems, and state and regional cooperation.

Speakers of international repute, such as British researcher Blaise Cronin and U.S. social critic Herbert Schiller, joined the region's expert librarians and several folklore specialists to create a varied and challenging meeting. MPLA membership is at an all-time high with the addition of Arizona to its nine state-members; CLA membership remains more than 800 strong.

able assistance in determining the best sources to use to locate articles on topics requested by library patrons, and, since some of the A&I services offer document delivery, the MARC 510 fields can be used to identify possible sources from which to request an article, especially for those titles for which no holdings are available."

"College library heads, unite!" is theme of premier meeting

Fifty-three head librarians from independent liberal arts colleges across the U.S. met Nov. 7–8 in Oberlin, Ohio—the first time they have gathered formally as a group. Oberlin College Librarian William A. Moffett and a steering committee organized the conference to, in Moffett's words, "create the same avenues for strength through cooperation that the major research university libraries have had for years."

Participants discussed concerns common to libraries of their size in such areas as collection development, preservation, automation, and fundraising. Stanley Paulson, vice-president of the Association of American Colleges, was a featured speaker, and JoAn Segal, executive director of ALA's Association of College and Research Libraries, invited the group to have a stronger presence within ACRL.

Moffett had said earlier that college library problems receive "little or no consideration from national library associations," and that college libraries get "far less advantageous treatment than giant university research libraries" from most organizations. Although small colleges produce proportionally more graduates who go on to professional degrees than do large universities, college libraries are generally ineligible for grants from the Council on Library Resources and the National Endowments for the Arts and the Humanities, Moffett said.

Further meetings of the group are planned for each year ACRL does not hold a national conference.

New York, Boston PLs launch mega-million-$$ campaigns; San Francisco readies drive

Both the New York Public Library (NYPL) and Boston Public Library announced five-year funding campaigns at special meetings of their boards during October.

According to Andrew Heiskell, former C.E.O. of Time Inc. and chair of NYPL's board, the library seeks $157 million from

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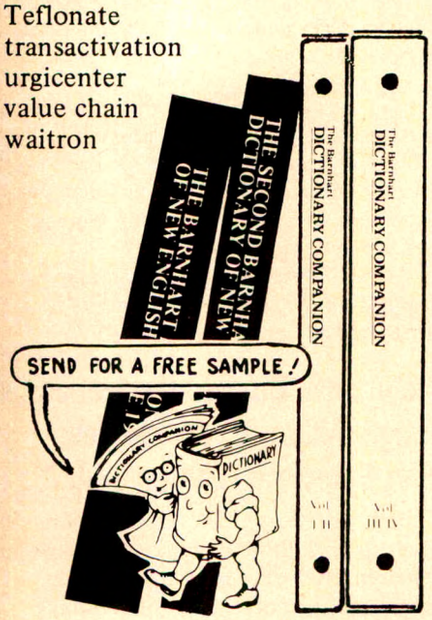

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the private sector and $150 million from the city, state, and federal governments. At the Oct. 2 kickoff, Heiskell announced $170 million was already "in hand," including $45 million from the 42 members of the board.

Major objectives include strengthening the collections and preserving endangered holdings. Expanding public-service hours in all 81 branches to a minimum of five days a week is another goal.

On Oct. 28 Boston Public Library board president Kevin Moloney launched a five-year capital campaign seeking $49.5 million. The heart of the drive will be a $28.4 million restoration of the 1895 central library building, designed by Charles Follen McKim.

Funds are also needed to endow and preserve special collections; rehabilitate 25 neighborhood facilities, while developing their literacy programs; and establish library-wide automation. A $1 million gift from the Boston Globe Foundation launched the campaign.

NYPL President Vartan Gregorian helped draw attention to a Friends-sponsored gala at the San Francisco Public Library Nov. 17. He was there as a "consciousness-raiser" for library service and the need for a new main library on Marshall Square.

The proposed facility, which would be across from the present building, would cost $65 million. According to Margaret Mayer, executive administrator of the Friends, several groups are competing for space in the Civic Center area. "We've got to convince the city bureaucracy we should have the site and can afford it," Mayer said, "or else another agency will get it."

Fed librarians meet as more libraries face contracting

At "A-76 Revisited," a Nov. 7 seminar sponsored by the Federal Library and Information Center Committee (FLICC), library managers reported on the impact of Office of Management and Budget Circular A-76, the policy governing the performance of "commercial activities." A-76 defines library operations along with laundry and janitorial services as activities that can be contracted out to the private sector.

At the Washington, D.C., seminar, Department of Transportation Library Director Lawrence E. Leonard explained how federal employees won an A-76 cost-comparison review and kept the library in-house. His colleague Dorothy J. Poehlman compared the library staff learning about the A-76 process to players "just seeing what a football looks like and expected to play in the Super Bowl."

Department of Energy Reference and Information Management Director Ronald R. Turner reported that the contractor operation for the agency's library has worked well. He acknowledged, however, that contract employees' salaries are significantly lower than those of federal employees, and the higher rate of employee turnover affects the "institutional base."

Janet Geffner, National Technical Information Service policy analyst, outlined the study to privatize NTIS services and the issues to be considered in the final decision. That decision will be revealed early next year. Former Department of Justice Library Director Quinlan Shea questioned the appropriateness of considering federal libraries as commercial activities.

On Nov. 4, the National Oceanographic and Atmospheric Administration had notified its library employees that the library will be contracted out to a private firm. The cost comparison indicated a contractor could operate the library for $917,990 less than the administration over a five-year period. The Oct. 1 *Federal Register* announced that the headquarters libraries of the Department of the Interior, the General Services Administration, and the National Capital Region are now undergoing an A-76 study. —*Anne A. Heanue*

New stats on school libraries

The percentage of public schools having library media centers has increased from 85 to 93 since 1978, according to early tabulations from a 1985–86 Dept. of Education Center of Statistics survey. State legislation requiring media centers and consolidation-closings of some schools account for part of the increase. The preliminary findings also show that more was spent for books—acquired at an average of 258 per year at a cost of $6.24 per pupil—than computer hardware, which averaged an expense of $3.41 per pupil. Computers for student and teacher use were housed in about 40 percent of the media centers. Videotapes and machine-readable materials averaged about 61 items per collection, compared to 8,466 books. Some 96,324 FTE staff, 56 percent of them professionals, served an average of 579 pupils per week in 78,455 media centers.

The survey, contracted to Westat, was prepared with advice from ALA's Office for Research and advisors from the American Association of School Librarians and other groups. *AL* will report on final tabulations.

Gordon Flagg

Southeastern librarians "vibrant" in Atlanta

Southeastern Library Association President Rebecca Bingham and President-Elect Charles Beard (above, left) confer at the group's 1986 biennial conference. The meeting drew 1,172 registrants to downtown Atlanta Oct. 14–18. Bingham noted that the regional conference demonstrated the association's vitality, citing "a feeling of vibrance and intimacy that's not possible on a national basis."

Chair Gail Lazenby (below, left) and her conference committee organized a program that included an opening speech by Donald B. Schewe, director of the newly-opened Carter Presidential Library, and sessions ranging from discussions of networking and online catalogs in the Southeast to a slide presentation of "Cartoonists' View of the Library Environs."

ALA Office for Intellectual Freedom director Judith Krug premiered a set of posters celebrating the Bicentennial of the U.S. Constitution, available early next year (above, right). Assisting Krug is Gene Lanier of East Carolina University, who spoke on censorship in the Southeast at the second general session. —*G.F.*

U.S. collection in U.K. adds "real" American to resources

Norwich Central Library in England got its own full-time American librarian this fall, thanks to a new special award in library science, good for one year initially, from the Fulbright Commission.

Her name is Bertha A. Chandler, director of Sharon (Mass.) Public Library. Assigned to Norwich Central Library's American Memorial Room, Chandler will offer outreach programs that highlight the collection's unique resources and beginnings to attract a community already fascinated by things "Yank" from imported TV fare.

The inspiration for the collection came from U.S. Second Air Division troops stationed in the area during WWII. They had envisioned a library specializing in Americana as a "living memorial" to some 6,000 slain division troops.

Though smaller in scope than originally planned, the collection's dedication in 1963 was also a tribute to the surviving division

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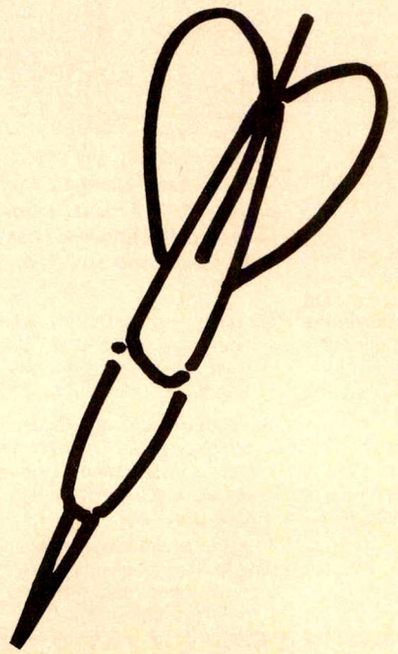

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members' steadfastness and generosity. The former servicemen (among them actor Jimmy Stewart) went on to found the Second Air Division Association, through which all American Memorial Room acquisitions are funded to this day. Annual donations currently top $20,000 and each volume carries a commemorative bookplate.

Chandler had one American predecessor in Norwich, Sue Vision, who was visiting intern from January to June 1985. Vision, who now serves at Haverford Township Free Library (Havertown, Pa.), helped land the Fulbright award for Norwich with a report detailing her own outreach efforts—ranging from Indian craft demonstrations at local schools to materials selection.

Chandler's own plans include mounting a traveling AV show for schoolchildren documenting the Second Air Division's local ties. —*B.G.*

news in brief

Nicaraguans say "thanks" for books. "The books arrived!" said a letter from Margarita Clark of the Asociacion de Sandinista de Trabajadores de la Cultura in Nicaragua, "and what a glorious task to divide them up...for the ASTC library, the National Library, and university libraries." Addressed to Jackie Eubanks of Brooklyn (N.Y.) College Library, the letter acknowledged a ton of books gathered and shipped by a number of groups including the ALA/Social Responsibilities Round Table Alternatives in Print Task Force. "...through books and learning," wrote Clark, "our people shall lift themselves up ...and form a new society of social justice. Thank you for helping us reach our dream." Eubanks is helping collect a second ton.

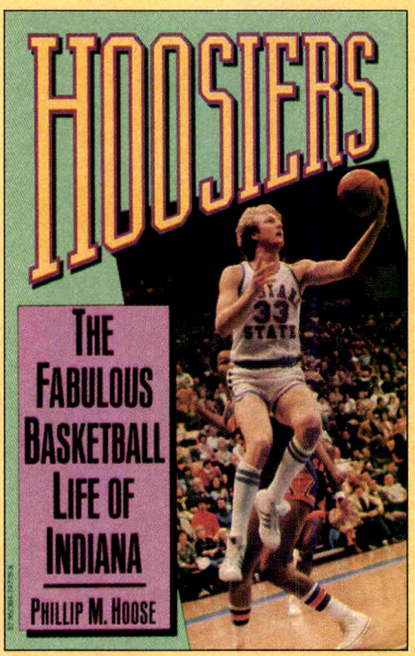
Happy ending for library school. As a University of Chicago faculty committee carefully reviewed the small but prestigious graduate library school (*AL,* April, p. 234),

Quick Bibs: New and recent books on a timely topic

by Bill Ott

BASKETBALL

BASKETBALL HAS NEITHER THE pastoral splendor of baseball nor the gladiatorial grandeur of football. Instead, it offers perhaps our most pure expression of athletic ability—the grittiness of a street fight combined with the grace of ballet, the flamboyance of individual expression melded to the clockwork precision of teamwork. From barnyard backboards in Indiana to netless rims in the South Bronx, the game's appeal stretches across the country. Basketball has yet to attract the wealth of literary talent that gravitates toward baseball, perhaps because the sauntering pace of the summer game asks for tranquil reflection, while the frenzied, "urban" tempo of basketball demands instant response. Still, there is no need to apologize for the crisp, often witty, occasionally eloquent prose to be found in the recently published books listed below. They'll do just fine while we await the arrival of the Great American Basketball Novel.



Larry Bird is only one of today's basketball stars to have emerged from the hoops-crazy state of Indiana. Journalist Hoose, a Hoosier native and failed basketballer, analyzes a heartland obsession.

Auerbach, Red and Fitzgerald, Joe. *On and off the Court.* Macmillan, 1985, $13.95 (0-02-504390-0).

Legendary coach and now general manager of the Boston Celtics, Auerbach uses his autobiography as an excuse for presenting "The World According to Red." Whatever the topic, the curmudgeonly Auerbach offers his opinions so unequivocally that one can hear the raspy voice, smell the famous cigar, and feel the emphatic finger thumping on an intimidated listener's chest.

Feinstein, John. *A Season on the Brink: A Year with Bob Knight and the Indiana Hoosiers.* Macmillan, 1986, $16.95 (0-02-537230-0).

Washington Post reporter Feinstein traveled with the Indiana Hoosier basketball team and their volatile coach Bob Knight throughout the 1985–86 season. His account of that experience provides an invaluable look at the high-pressure world of college basketball, while also revealing the controversial Knight.

Gandolfi, Giorgio and Couzens, Gerald Secor. *Hoops! The Official National Basketball Players Association Guide to Playing Basketball.* McGraw-Hill, 1986, paper, $10.95 (0-07-013276-3).

The pros share their secrets in a fascinating how-to handbook that covers everything from shooting and rebounding to moving without the ball and setting screens. Even sedentary fans will enjoy reading about how it's done and dreaming of what might have been.

Hoose, Phillip M. *Hoosiers: The Fabulous Basketball Life of Indiana.* Random/Vintage, 1986, paper, $7.95 (0-394-74778-X).

Indiana is high-school basketball heaven, as Hoose documents in this lovingly detailed look at a place where acne and a good jump shot are a ticket to celebrity. Testimony from past high-school and college stars, as well as interviews with just plain fans, will have Indiana natives nodding in bemused recognition and the rest of us shaking our heads in disbelief at the extent to which local hoops dominate Hoosier life.

Ostler, Scott and Springer, Steve. *Winnin' Times: The Magical Journey of the Los Angeles Lakers.* Macmillan, 1986, $17.95 (0-02-594080-5).

Two beat reporters offer a lively, anecdotal history of the Los Angeles Lakers, emphasizing the Magic Johnson years.

Rosen, Richard. *Fadeaway.* Harper, 1986, $15.95 (0-06-015599-X).

Harvey Blissberg, the hero of Rosen's ongoing series of mystery novels, is a baseball player turned private eye. No surprise, then, that he finds himself in sports-related cases, such as the death of a Boston Celtic star. A stylish thriller.

Wielgus, Chuck and Wolff, Alexander. *The Back-In-Your-Face Guide to Pick-Up Basketball: A Have-Jump-Shot, Will-Travel Tour of America's Hoops Hotspots.* Dodd, 1986, paper, $11.95 (0-396-08709-4).

This ingratiatingly hip, witty guide to playground basketball functions both as a practical guide and as a treasure trove of hoops lore. Not only do the authors list where to find pick-up action around the country, they also supply a wealth of related trivia. □

Bill Ott, *who writes this column freelance for* American Libraries, *is books-for-adults editor for ALA's* Booklist.

Coming up in '87

Next month, *American Libraries* marks its 80th year of publication with a look, by Peggy Sullivan, at hot library topics in 1907 and today—is there a difference? Most current topics will be discussed at the forthcoming ALA Midwinter and Annual meetings, and the January *AL* contains information on both. Also in January, the saga of one Canadian librarian's struggle to work in the United States will make you feel lucky all year.

February's issue, with a focus on facilities and design, brings advances from experienced library administrators in the art of hindsight: "If we had it to build all over again. . . ."

Among features for spring: An extensive review of the CD-ROM products "Books in Print *Plus*" and "AnyBook"; a critical view of "open-system" automation; and, in May, ALA/RASD's "Outstanding Reference Resources" of the year, with a lineup of timely reference articles.

alumni and friends expressed fears that the administration would choose to close it, as the University of Denver, University of Southern California, and other private universities have done to their library schools. On Veterans Day, however, Acting Dean Don R. Swanson announced a happy conclusion.

"The University of Chicago has reaffirmed its commitment to maintaining high-quality research and professional programs addressed to problems of libraries and information management," Swanson said. The graduate library school invites applications for admission to its doctoral, master's, and advanced study programs, he added. Scholarships will be announced soon, as will new plans and new directions for the school

Deyá loses sex discrimination appeal. In October 1985 a federal district court in New Orleans rejected library science Instructor Lourdes L. Deyá's claim that the Louisiana State University/Baton Rouge had denied her promotion to assistant professor because of her sex and national origin (*AL,* Dec., p. 758). The court found that the university had a legitimate, nondiscriminatory reason for denying her promotion: she did not possess a doctorate.

Fifth Circuit Court of Appeals Judge William L. Garwood upheld the lower court decision Sept. 25. Wrote Garwood: "Plaintiff had six days at the trial and called numerous witnesses, but was unable to show she qualified for a tenure-track position." Deyá told *AL* the case was not concluded. Her lawyer is preparing an application to the U.S. Supreme Court.

San Francisco votes for pay equity. San Francisco apparently became the first U.S. city to vote on the concept of equal pay for jobs of comparable worth, the *New York Times* reported Nov. 9. In the elections five days earlier, San Franciscans had approved a city charter amendment requiring annual salary surveys be used to approve pay increases.

Librarians, nurses, and clerk-typists are expected to be among the first city employees to receive pay hikes under the new law. The city has set aside $30 million for the first two years of increases. The measure was supported by Mayor Dianne Feinstein and all supervisors.

Because the state and other cities use San Francisco salaries as a basis for setting their own pay scales, observers expect the vote to impact throughout California.

Midnight library protest draws 2,500. "Give me 5,000 students in this lobby at midnight and then we'll do something," University of Arizona Library Director W. David Laird, Jr., told some 30 students who refused to leave the library at midnight Oct. 15. The students were protesting a recent cut that closed the Main Library at 12 instead of 2 a.m. Laird told them he doubted they represented the student body of 30,000. As campus police arrived, the students departed, vowing to meet Laird's challenge.

Exactly one week later, when Laird was at an Association of Research Libraries meeting in Washington, D.C., some 2,500 students began thronging the library at 11:30 p.m. Student association leaders handed out user questionnaires and asked people to write UA President Henry Koffler. In a carnival atmosphere, some students made airplanes of the questionnaires before moving on to a rally on the mall outside. There university officials explained the hours had been shortened after the state cut the university budget 6 percent.

About 90 students remained in the library that night until after 2 a.m.; 40 were still there at 4, the *Arizona Daily Wildcat* reported. Within a few days, 1,300 completed questionnaires were returned, and 800 letters delivered to Koffler. On Oct. 29 the university extended the hours: The Science and Engineering Library now opens two hours earlier and the Main Library stays open til 2 a.m. An extra benefit: Main is open 24 hours a day during exams. □

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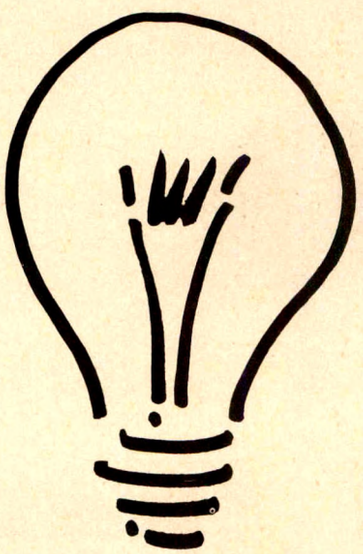

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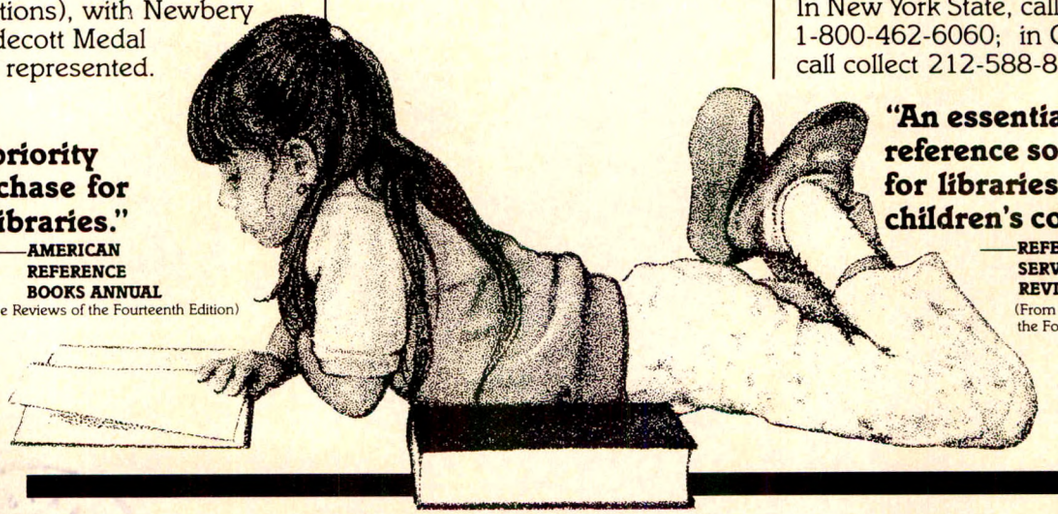

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reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

Info-smoke detector

NOW I REALIZE THAT IT WAS INFO-Smoke (Oct., p. 656) that blurred my vision. When our computer department opened its "Information Center," I felt it was intruding on the library's territory, and I thought I had to read everything I came across on "information."

Then about six months ago, while scanning the table of contents of a business magazine, I noticed the title "Information Center." I turned to the page to find—maybe you've guessed?—the reader reply card! The smoke vanished. Thank goodness we've always called ourselves the library. Our patrons have a fighting chance to know who we are and what we do.

BETTY S. HAGBERG,
Deere & Company, Moline, Ill.

Librarianship encompasses information

YOUR OCTOBER EDITORIAL ON abandonment of the term "library" (p. 656) was right on target. I hope you get a lot of feedback and that it stimulates greater professional debate than has heretofore taken place.

I, for one, am proud of being a librarian. If the public doesn't understand that librarianship encompasses information instead of information being the larger term, then we must help them do so. We should not change our professional title and perhaps thereby lose sight of the broader role we play and values we bring to the information process.

CARLA STOFFLE, ALA member,
University of Michigan library, Ann Arbor

A cataloger by any other name...

WILLIAM BEENEY SAYS THAT many librarians are "sheepish and apologetic" about their profession and suggests that catalogers would take greater pride in their work and recruit others more easily to their ranks if they were called bibliographic analysts (Nov., p. 753).

Librarians who feel sheepish and apologetic are probably in the wrong profession and should be doing something else. Librarianship is an honorable and intellectual profession, and the energy some librarians spend whining about their image could be better used on more positive activities. Changing the title of the position from cataloger to bibliographic analyst will not make any difference. A cataloger by any other name....

The difficulty in recruiting catalogers comes not from the job title but from the intellectual demands of the work. One year of graduate study in library science is not adequate preparation for most cataloging jobs, which often require subject expertise in a particular field and knowledge of one or two foreign languages in addition to study in library science. In the face of a shortage of catalogers, perhaps libraries would do well to hire outstanding library school graduates who show an aptitude for cataloging, but who may lack some of the subject or language background needed for the job. These catalogers could receive tuition support to acquire additional education on a part-time basis while working full-time in entry-level cataloging positions.

Better salaries would also be helpful. A library that offers $15,000 for a cataloging position and requires an MLS, subject expertise, and reading knowledge of two foreign languages can hardly expect to be flooded with applicants.

JUDITH A. KESSINGER, ALA member,
Potomac, Md.

A telemarketer's testimony

WHAT A CURIOUS PROFESSIONAL position for Leslie R. Morris to take in "The Terrors of Telemarketing" (Oct., p. 666).

Having once run a highly successful telemarketing operation and having trained salespeople who barely knew what a library does besides "give away books" (as I was once told), I can attest there are companies around who do have buyers' needs, concerns, and constraints as well as the corporation's need for a black bottom line in mind.

If librarians, either as professionals or as consumers, wish to have their names removed

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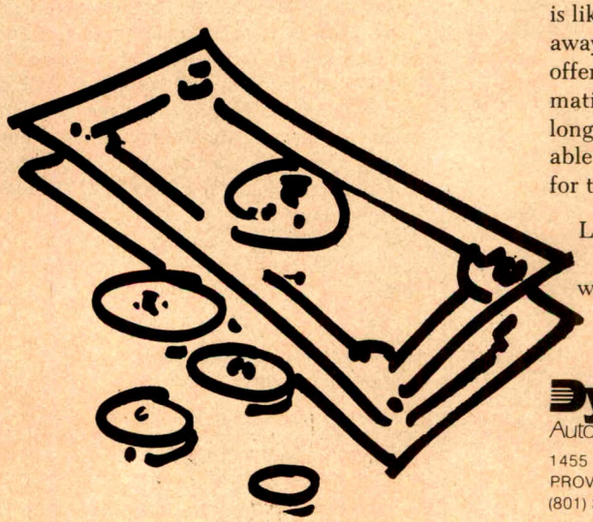

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from mailing and telephone lists, they should contact the Direct Mail Association (6 E. 43rd. St., New York, NY 10017) for *Guidelines for Telephone Shopping,* which explains how to get a name removed from lists.

Morris asks, "who can say no to a long distance telephone call?" In my experience, a lot of people don't find it difficult to say "I don't purchase by telephone," or "Please don't call here again." To blatantly lie or make weak promises to return calls wastes everyone's time, not to mention the drain on the library's telephone budget.

If calls are not welcome, tell the salesperson. Because commissions (and very low hourly wages) rule, salespeople don't want to waste your time or theirs. If unwanted calls persist, write a complaint letter to the president of the company, with carbon copies to the Better Business Bureau and the state attorney general. Calls will stop. Too busy to write? The human body has a wonderful apparatus in the hand and arm; use them to hang up.

Telemarketing has proven itself in the business community and, like it or not, it seems to be here for the long haul. Since libraries are viewed as a viable market segment by many companies, librarians can expect to receive an increasing number of calls.

JIM ROGINSKI, ALA member,
Brooklyn, N.Y.

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Attention must be paid to salespeople

I WAS EMBARRASSED WHEN I read Leslie Morris' letter on telemarketing (Oct., p. 666). I agree that unsolicited marketing telephone calls can be a nuisance, but the admission that the library staff goes to great lengths to avoid all salespersons dismayed me.

Librarians will be perceived as professionals when we treat others in a professional manner, certainly not exhibited by "faking a heart seizure" when a salesperson calls. While we are proud to tout that we are information *disseminators,* we must also recognize that salespeople are information *suppliers,* and deserving of our professional attention, or at the very least, our courtesy.

LUCY B. GANGONE, ALA member,
The Travelers Company, Hartford, Conn.

A new library school for Nicaragua

YOUR EDITORIAL AND COVERAGE of the visit of Nicaraguan library representatives to the 1986 ALA Annual Conference (July/Aug., p.499 and 541) were most encouraging to librarians in Edmonton, Alberta. The Nicaraguan Library Support Group of Edmonton last year successfully raised funds to purchase multiple copies of Spanish-language subject headings for Nicaraguan librarians. Now we have begun a more ambitious project that will be of interest to your readers: We are raising funds to construct a new library school facility in Nicaragua, a project suggested to us by the students and staff of the school. We accept libraries and library education as a given; this is not so in Nicaragua, a poor, underdeveloped, and in large part newly literate country.

With their ability to collect, organize and disseminate information, trained librarians have a vital role to play in literacy campaigns, popular education programs, promotion of intellectual freedom, and preservation of a national culture. We can contribute by facilitating the education of librarians through this library school construction project. For more information, contact B. Clubb, 1901, 11135-83 Avenue, Edmonton, AB, Canada T6G 2C6. Checks payable to "Change for Children—Library Project" can be sent to the same address.

M. L. MCCLARY, ALA member,
Nicaraguan Library Support Group,
Edmonton, Alberta, Canada

Better-image brochure

FOR THE PAST SEVERAL MONTHS I have followed the "Image" column in *American Libraries.* I agree wholeheartedly that a poor image plagues the librarian/information professional. As director of communications for the Special Libraries Association, the issue of image is one that I constantly face. The need for a better image is high on the list of priorities of most, it not all librarians/information professionals. I am certain that my counterparts at ALA and other library and information associations concur with the problem facing our members and the need to work together positively to enhance the image of the profession.

I think the "Image" column is worthwhile and I hope to see more positive news in the column in the future. For example, SLA member Kaycee Hale of the Fashion Institute of Design and Merchandising conducts a workshop on image.

SLA has just published a brochure entitled *What Is Your IQ? (Image Quotient)* based on Hale's workshop. The one idea that comes across in this brochure is that the first step in changing the image of the profession is for members to take a critical look at the image they project and to take positive steps to ensure that their image is polished and thoroughly professional. I will be happy to send a copy of the brochure to any interested ALA members or readers.

DAVID MALINAK
Director of Communications
Special Libraries Association
1700 18th St., N.W.
Washington, DC 20009

Recognition for Ryan

WE WERE VERY PLEASED THAT you referenced our article, "Academic Institutions and Information Services: The Position of the Library," in the October "AL Digest" (p. 700). The California State University, Chico, experience offers much to libraries across the country as they address the issues and interrelationships of library service, computing, and telecommunications.

I must report, however, that an authorship attribution error occurred at the point of original publication. My colleague, Frederick Ryan, deputy university librarian at CSU, Chico, is the co-author of this paper. The proper authorship citation for this article is Frederick Ryan and Judith A. Sessions.

JUDITH A. SESSIONS, ALA member,
California State University, Chico library

Misstated state

FRANCES AND BRAINARD CHENEY live in Smyrna, Tennessee, not Georgia as recorded in "Frances Neel Cheney: A librarian's literary friendship" (Oct., p. 716–717). Except for this inaccuracy the article is first-rate, and I thank you for publishing it.

The Cheneys, by the way, frequently use and check out books from our library. We are delighted to have them among our borrowers.

JOHN DAVID MARSHALL, ALA life member,
Middle Tennessee State University,
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Attacking the myths of small libraries

by Thomas J. Hennen, Jr.

In 1948, the ALA Committee on Postwar Planning published *A National Plan for Library Service.* In that epochal volume, Carleton B. Joeckel and Amy Winslow reflected Franklin D. Roosevelt's statement that one third of the nation was ill-housed, ill-fed, and ill-clothed. They reported that one quarter of the nation, mostly rural, had no public library services. Another quarter of the nation, they said, lived near small libraries with woefully inadequate services.

To extend and improve libraries, Joeckel and Winslow prescribed an ambitious program of federal, state, and local funding based on "wider units of service," centralized technical and administrative functions, resource sharing, reorganization, and consolidation.

Forty years ago, most of the 7,500 public libraries serviced populations of less than 25,000. Today, of the 8,600 libraries, 78 percent serve populations of less than 25,000. Most new libraries are suburban. In 1986, only some 5 percent of the nation has no legal access to a library. But what portion of the nation is still ill-served?

An honest and objective observer of most small libraries in America today must sadly say that despite some progress, Lowell Martin's words in *A National Plan* still ring true: "The first hard truth that confronts an observer of American public libraries is that they have stopped far short of their potential. The second is that at isolated places, and in partial fashion, they have performed an educational function that is unique and significant."

The concept of wider units of service arose because in many areas even counties were, and still are, an inadequate tax and population base for modern library services; thus library systems incorporating a number of counties and a minimum population and tax base were established. Was the system idea, based on a belief that "bigger is better," born of undue American optimism after World War II? If so, how does the idea now compare to the post-Vietnam reappraisal that "small is beautiful?" Some of the prevailing myths and the harsh realities of library service by small public libraries bear examination in the light of such questions.

MYTH #1: SMALL IS BEAUTIFUL BECAUSE IT'S MORE PERSONAL

Myth number one is that small public library service is more friendly and personal. In truth, quality of service depends on the leadership of the director and the commitment of the staff. One can get as cold and impersonal a response from people in a small library as in the largest. Often one has to be part of the inner circle of regulars to get friendly service, regardless of library size.

If small size alone meant personal service, road show carnivals would be friendlier than Disney World. Try them both and see for yourself. Commitment to personal service is what counts, not size.

MYTH #2: SMALL LIBRARIES COLLECT ONLY BESTSELLERS

All small Soviet libraries may have nearly the same collections, just as most chain bookstores in America do, but not so our small public libraries. Our collections are probably more diverse than large library collections. Book selection is shared by many staff in larger libraries, and individual idiosyncracies, biases, and preferences are subordinated. In a small library, the director is often the sole selector. This is both the beauty and the bane of small li-

Thomas J. Hennen, Jr., currently administers the rural-urban Lakeshores Library System in Racine, Wis. In 1975–83 he directed the Watonwan County Library in Saint James, Minn.

Kellogg grant:

Rural library users online to college-extension study

"Almost all of America has now passed the threshold into the information age. The major exception is rural America, which hasn't even looked through the window," Gerald Sophar of the National Commission on Libraries and Information Services told a recent national conference on rural adult education.

Sophar believes rural America can leap through that window with the help of the Intermountain Community Learning and Information Service (ICLIS), a four-year multistate $2.7 million project funded this year by the W.K. Kellogg Foundation.

ICLIS is equipping eight rural libraries with state-of-the-art telecommunications and computer equipment to connect them with distant universities and nationwide databases, enabling the libraries to deliver adult education to local residents.

Project Director Byran Spykerman explains that the state libraries and land grant universities of Colorado, Montana, Utah, and Wyoming will be linked to two rural libraries in each state: Craig-Moffatt Public Library, Craig, and the Meeker Regional Library District in Colorado; Lincoln County Free Library, Libby, and the Hamilton Public Library in Montana; Price City Library and Unitah County Library in Vernal in Utah; and the Converse County Library, Douglas, and Carbon County Public Library, Rollins, in Wyoming.

Project coordinators at the state libraries and universities and local community information specialists were hired in July. The specialists will link the library's equipment, credit courses, and online reference databases with library clientele.

Spykerman said that adults who dislike going back to a school feel at home in their libraries, and using the existing libraries is more cost effective than building new satellite campuses.

ICLIS has formed a partnership with IBM to explore communications options and assist in delivery. Initial computer equipment will arrive at the sites in December; educational delivery is scheduled by April 15.

"Everywhere, people are excited about the project and want in," Spykerman said. He hopes to provide a model which could be adapted by rural libraries across the country. —*Thomas J. Hennen*

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braries. A bibliographic archaeologist could easily trace the tenures of chief librarians in most small libraries by examining the bibliographic layers of purchasing represented in annual acquisitions lists: a failed poet here, a skydiver or sociologist there.

Small library collections can become so skewed as to be totally irrelevant. More often, they adequately reflect most of the needs of the community as seen through the slightly rose-colored glasses of the chief librarians.

Librarians need to devise methods of balancing collections to the true needs of all local citizens without developing the cold standardization of chain bookstores or small Soviet public libraries. The very difficulty of the task may cause us to shy away from truly effective, coordinated collection development, yet the diverse needs of the actual and potential clientele of small libraries demand that it be undertaken.

"A bibliographic archaeologist could easily trace the tenures of chief librarians in most small libraries by examining the bibliographic layers of purchasing represented in annual acquisitions lists: a failed poet here, a skydiver or sociologist there."

MYTH #3: SMALL LIBRARIES SERVE TOWNSPEOPLE AND FARMERS

Another common myth is that small libraries serve mostly farmers and small-town residents. Since World War II, however, most of the one thousand or so new small libraries have been autonomous suburban libraries. The result is a patchwork of small units duplicating many of the technical and administrative functions that the *National Plan* envisioned would be better accomplished in wider units of service. Notable exceptions, like Hennepin County in Minnesota and Baltimore County in Maryland, prove the viability of the plan's proposals.

In rural areas, there are fewer farmers every year and town populations remain stable; yet, rural populations overall continue to grow. The myth of farm/small-town service ignores an important post-World War II development, the emergence of YRPIES (Young Rural Professionals), who are close cousins to trendy YUPPIES. The YRPIES are busily gentrifying rural America wherever it comes within a 75-mile radius of urban sprawl.

Before the extension of interstate highways, very few nonfarmers lived in rural areas. Now people can commute long distances to jobs in urban centers and affluent city workers are moving farther and farther out. The trend is accelerated as high-tech industries move to industrial parks along interstate bypasses.

YRPIES are young, educated, and affluent. They use schools, libraries, and other tax-supported services at a higher rate than their farm neighbors. Many of their homes are assessed at a value far above those of city or farm dwellers, yet the new residents are usually taxed at their neighbors' far lower mill rates because of outmoded property tax structures. YRPIES, on their property tax islands amid corn and wheat fields, cannot be taxed at the higher rate their library use dictates without disproportionately taxing overburdened farmers. This affects community services planning, especially library planning. Libraries are singularly susceptible to shifts in property tax distributions. The irony is that they provide people-related services primarily on a property tax base.

Small rural libraries have historically served the needs of small-town residents fairly well. Farm families have fared less well. YRPIES and other, less affluent rural non-farm residents fare better than farmers, but live farther away from the libraries and consequently use them less. Small libraries rarely design service programs specifically for them. Bookmobiles, books by mail, or other extension services usually simply extend traditional small-town services and materials. To gain the credibility needed to firmly establish an adequate tax and population base for library services over widely dispersed and divergent areas, far more attention must be paid to the true library needs of the surrounding constituencies.

MYTH #4: SMALL LIBRARIES "RAPE" RESOURCES OF LARGE LIBRARIES

The "resource rape" of large libraries is the latest in a line of myths perpetuated by misguided observers. Do small and rural libraries borrow more than they lend? Undoubtedly. National data, by library size, easily support such a conclusion.[1] Does such net borrowing amount to resource rape of larger libraries? No; the wrong resources are being considered.

Nearly all discussions on interlibrary loan focus on materials loaned (net lending) rather than on staff commitment to the process. The "net lending" load so frequently cited is nearly irrelevant. If all the interloans in a year were concentrated on a given day, they would amount to less than one-tenth percent of total lending stock.

(Continued on p. 834.)

"If 'resource rape' has occurred, the smallest libraries have been the victims. They are required to participate in interlibrary loan, made to feel shame at their net borrowing demands, and yet must deal with the greatest volume per employee."

Some small libraries are ILL net lenders

Interlibrary loan transactions in Illinois hit a whopping 38.7 million during FY85–86, according to Bernard Sloan, coordinator of the statewide Library Computer System (LCS). But these large circulation figures do not involve smaller libraries "raiding the collections" of larger libraries, according to Sloan.

On the contrary, three of the four smallest LCS libraries in Illinois are net lenders. The four small libraries lent 7,110 items during the fiscal year.

These four libraries also lent more items (2,873) to the four largest LCS libraries than the four largest lent to them (2,592). The largest LCS library is a net borrower, Sloan reports.

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"The library map of America is littered with many autonomous local agencies with wholly inadequate buildings, untrained staff, and useless collections. Citizens have been tragically robbed of an invaluable educational resource. When such agencies are allowed to be dignified with the name 'public library,' all adequate and excellent libraries everywhere are demeaned."

This is true in every population category from the largest library to the smallest. No one could seriously argue that such minor amounts significantly affect access to any library's primary clientele.

The biggest resource of any library, small or large, is its staff, where 60 percent or more of any funding is concentrated. The staff spends the same amount of time to handle any interlibrary loan request, whether the item is being lent or borrowed. Staff time committed to interlibrary loan is the relevant factor, not net lending. Participation in interlibrary loan networks is often state mandated. Where it is not required by law, it is overwhelmingly encouraged by the library community in the name of resource sharing and cooperation.

Nationally, there is a direct and absolutely consistent correlation between the size of a public library and the staff burden that interlibrary loan presents: *The smaller the library, the larger the staff workload per interlibrary loan handled.* In many states larger libraries are compensated for interlibrary loan. Moreover, recent data demonstrate that many small libraries are actually net lenders besides handling more activity per staff member,[2] owing to advances in bibliographic tools based on computer technology and telecommunications networks.

If "resource rape" has occurred, the smallest libraries have been the victims. They are required to participate in interloan, made to feel shame at their net borrowing demands, and yet must deal with the greatest volume per employee. As is so often the case, the victim has been blamed.

MYTH #5: LOCAL AUTONOMY ENSURES BETTER SERVICE

Many, if not most, librarians and library trustees firmly believe in the myth that the community values the local autonomy of its library. Bigger is not better because it is bureaucratic and distant from community control, they say. The truth is that local autonomy is more important to the local city councils, trustees, and directors of small libraries than to the public. The public wants a well stocked, maintained, and staffed library, not autonomy for its own sake. Autonomy can easily lead to service programs totally irrelevant to community needs. The library map of America is littered with many autonomous local agencies with wholly inadequate buildings, untrained staff, and useless collections. Citizens have been tragically robbed of an invaluable educational resource. When such agencies are allowed to be dignified with the name of "public library," all adequate and excellent libraries everywhere are demeaned.

Library leaders, often pushed by directors jealous of their prerogatives, have allowed the system ideal of "wider units of service" to be too closely tied to interlibrary loan. Then it is "discovered" that interlibrary loan amounts to less than 1 percent of circulation and that it is (can anyone be truly surprised?) labor intensive and expensive.[3] Then, in the style of the most reactionary city council member at a library budget hearing, such critics ignore any and all user benefits and focus on costs alone. The straw man of interlibrary loan is thus ceremoniously hanged and the grand design of systems thereby falsely declared a failure. Autonomous municipal libraries are discovered to be the best of all possible worlds. Direct state and federal funding for collection development is then demanded as preferable to the dollars "wasted" on interlibrary loan and the systems erroneously tied solely to it.

As interlibrary loan detractors focus on costs, they lose sight of total value to library users. Public libraries nationwide borrow over five million items annually on interlibrary loan. Without it, libraries would have to deny the request or buy the item. At a conservative $15 per item, buying would require adding $75 million to the $250 million book budgets of American libraries. A one-third increase in book budgets is unlikely in these stringent economic times.

Perhaps, having lost sight of our objectives, we have redoubled our efforts. Library system development was not designed to provide interlibrary loan. That is just the carrot with which to draw reluctant libraries into a cooperative framework. The true purpose was, and still is, to extend library services. Direct state and federal funding to autonomous municipal libraries will not ensure extension of services to areas lacking population density or tax-base, any more than system development focused too heavily on interlibrary loan has or ever will. Complete local autonomy can mean the autonomy to provide inadequate service or none at all to vast numbers of our citizens. We cannot and should not allow this.

The job ahead

For too long we have let the self-serving, shortsighted objections of autonomous municipal libraries stand in the way of adequate service to all library users. Why not eat those Lake Woebegon Powdermilk Biscuits, the ones that give shy people the strength to do what needs to be done, and work to extend and improve service in geographic areas and "wider units of service" with an adequate population and tax base? We must stop concentrating on limp appeals to networking or resource sharing. Now is the time to consolidate tax levies, refine administrative services, and improve services to *all citizens,* not just those in urban or suburban municipalities.

Forty years ago Lowell Martin observed that small public libraries were stalled "far short of their potential." They still are. They will remain so until we recognize that the important issues are not small as opposed to large units, or local autonomy as opposed to tax equity, or even resource sharing as opposed to resource hoarding. The paramount issue is to ensure that no portion of this nation is without easy access to quality public library service. □

Notes

1. National Center for Educational Statistics, U.S. Department of Education. *Statistics of Public Libraries, 1981–82.* Public Library Association, American Library Association, 1985. p. 110.

2. Abbott, Peter and Kavanaugh, Rosemary. "Electronic Resource Sharing Changes Interloan Patterns." *Library Journal* (October 1, 1986) p. 56–58.

3. Ballard, Tom. "Knowin' All Them Things That Ain't So: Managing Today's Public Library," in *Occasional Papers of the University of Illinois Graduate School of Library and Information Science.* Number 168. March 1985.

Ten big ideas for small libraries

Affordable suggestions to help beleaguered staffers cope

by Jan Feye-Stukas

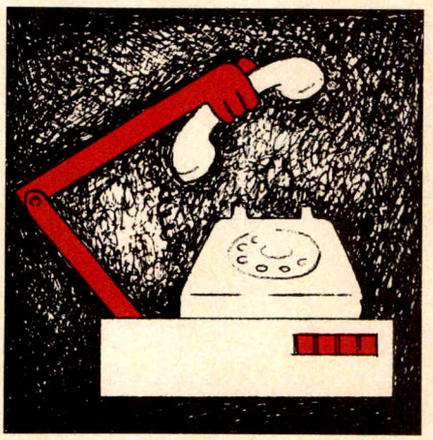
MOST PEOPLE WHO work in small libraries have entirely too much to do. They are expected to perform all the tasks involved in running a successful library operation: reference and reader's advisory, collection development and maintenance, circulation and overdues, as well as administration, public relations, and programming. Impossible? Probably. But there are things that can be done and resources available to help a beleaguered staff person in the small library cope.

Here are some basic suggestions and innovative ideas that may help the librarian get the job done, even with too little time and money.

1 Signs to help people help themselves. We are a do-it-yourself society. The discount-store chains are a testament to our ability to help ourselves without staff assistance. Most people would prefer to try to find what they want or need on their own. In addition, there are those who would like a little privacy while using the library.

Signs are necessary even in the smallest physical facility to make a library user feel welcome and comfortable. Inexpensive materials are available at art supply stores to help staff or artistic volunteers make handsome, professional-looking signs that are in everyday language (see *A Sign System for Libraries* by Mary S. Mallery and Ralph E. DeVore, ALA, 1982, for the basics). Libraries should avoid hand-lettered signs, which give the impression of impermanence and nonprofessionalism.

Jan Feye-Stukas has worked in large and small public libraries in Denver, Kansas City, Minneapolis, and Hennepin County, Minn. She is currently a library specialist for the Minnesota Office of Library Development and Services.



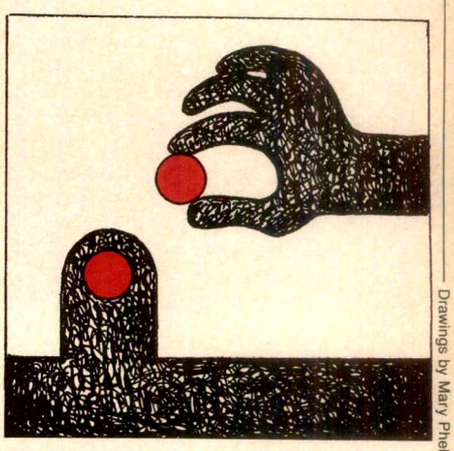
2 Get a telephone answering machine. It will save having to answer many of the what-are-your-hours questions when the library is open. People can call in and make their requests even when the library is closed. The staff can then respond to the questions more efficiently before the library opens.

3 Weed. This is not, of course, a new idea. But most libraries, big and small, could use more than a little help in carrying out what many view as an onerous task. Weeding is absolutely essential for the small library, which by its very size cannot be all things to all people; it must target its collection to those items its patrons want and use most.

Crowded shelves make reshelving materials much more time-consuming and tedious; overcrowding is also hard on the materials. If regular staff members cannot find the time or cannot bear to throw anything away, volunteers may be able to at least begin the job. Using the "CREW method" (see *Evaluating and Weeding Collections in Small and Medium-sized Public Libraries: The CREW Method* by Joseph P. Segal, ALA, 1980), a volunteer could do the initial selecting, and a trained staff member could go through the potential discards a second time to either approve the decision to discard or "save" the item.

Discards may be put on a permanent "for sale" shelf, or be given to a Friends of the Library group for a once- or twice-a-year sale. If an item is extremely difficult to part with, it may be donated to a nearby university, a large public library, or the state library; any of these choices makes the item available for interlibrary loan, thus making the discarding much easier on the staff and the occasional patron that may want non-current materials.

4 Lengthen the loan period. Statistics show that many libraries, particularly small public libraries, have a standard loan period of only two weeks. This requires patrons to make frequent trips to the library and increases the work load in renewals. A three- or four-week loan period could make life much easier for all involved.



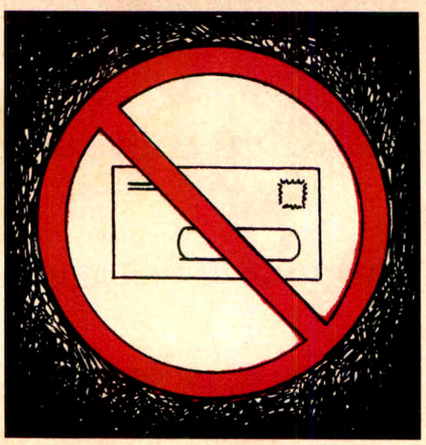
Drawings by Mary Phelan

5 Get a coin-operated photocopier. As many as half the very small public libraries still do not have photocopiers. Coin-operated photocopiers let patrons do their own photocopying, saving the overworked staff from another time-consuming task. Even if a library cannot afford to buy a machine, there may be

businesses in the community that would supply the equipment. The benefits in time saved, goodwill generated, and improved service will please everyone. Photocopiers have come down in size so even the tiniest library can find the space for one.

6 Cooperate. Join with nearby large and small libraries to perform various tasks cooperatively. Acquisitions (this does not mean selection), cataloging, and processing can all be done jointly and economically by groups of libraries banded together.

7 Interfile juvenile and adult nonfiction. Again, this saves staff time and makes library use easier for the patrons. Juvenile items at a third-grade-or-below level can be shelved separately on lower shelves, but anything on a fourth-grade-or-above level can be interfiled. This saves staff from having to run between two areas, even if they are only a few feet apart, and removes the stigma of age in library use. Interfiling also allows more efficient use of the collection and saves on duplication of materials.



8 Do not send overdue notices; after four weeks, send a bill. Small, unautomated libraries cannot afford the staff time involved in sending out numerous notices. If the overdue policy regarding fines and billing is clearly spelled out in signs, on the library card, or on special small flyers inserted in the materials as they are checked out, there should be no cause for surprise on the part of users.

9 Prepare a "wishbook" that includes pictures of equipment or furniture needed. This can be used to motivate and inform organizations or individuals in the community that may be looking for a worthy service project.

10 Professionalize the staff. This does not necessarily mean sending them off to library school. Professionalism is a state of mind as much as anything. It means: looking and performing the part of a leader in the community; being open to new ideas and using every opportunity to go to workshops and conferences; spending some time working in other libraries at least once a year; keeping up with library literature, even if the library must share subscriptions to professional journals with several other libraries; and performing at all times in a businesslike fashion.

The staff personifies the institution and projects an image to the community. Even if they have no formal training in library science (and most staff in small libraries do not) and are grossly underpaid (*all* staff in small libraries are), they have been hired to do an extremely important job. If they can see themselves as competent, important professionals performing a valuable service to their community, their ability to cope and succeed on the job will be greatly enhanced. □

Center within a center advises small libraries

by Bernard Vavrek, coordinator, Center for the Study of Rural Librarianship

AS NOTED ELSEWHERE IN THIS SPECIAL section, the term "rural" is becoming less identified with farming, partly owing to the decline of the family farm. Related socioeconomic factors, manifested by shopping centers and condominiums, have also changed the concept of small-town life. As commuting to work from the countryside has increased, many "small"-town populations have tripled.

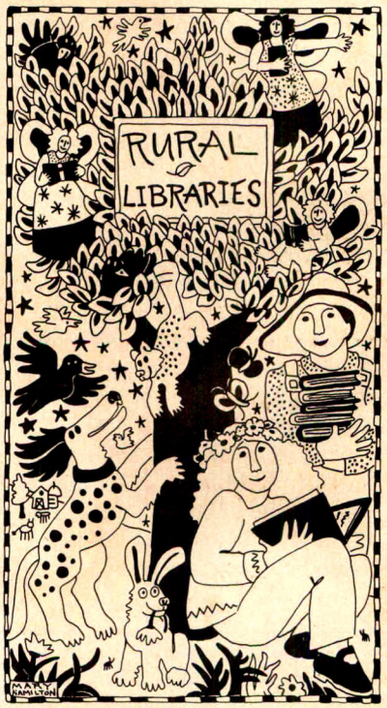
These changing conditions and perceptions gave rise to the Small Library Development Center (SLDC), developed recently as an adjunct to the Center for the Study of Rural Librarianship, College of Library Science, Clarion University of Pennsylvania. The parent "rural" center was established in 1982; but many small communities that otherwise would meet its definition of rural (population of 25,000 or less) have either been transformed from their once-rural beginnings or are classified as suburban or exurban. The libraries of these communities, sharing so many of the problems of rural libraries, are of concern to the SLDC. Wherever it is located, the small library must deal with challenges of smallness: small staff, small collections, small budget.

SLDC, then, is a national marketing strategy as well as an extension of the parent center's activities in continuing education and resources for the profession. SLDC aims to work with all types of small libraries eventually, including school media centers. Some activities already address both rural and nonrural audiences: "Managing the Small Library More Efficiently," a new workshop series; and recent monographs, *Developing a Marketing Program for Libraries* and *A Budgeting Manual for Small Libraries.*

Rural Center's program

The library school's Center for the Study of Rural Librarianship continues to attract subscribers. Its offerings include OUTPUTM software (Output Measures for Public Libraries) for Apple IIe/IIc and IBM and compatible micros; conference proceedings from "The Rural Bookmobile: Going Strong After Eighty Years"; a forthcoming periodical on bookmobiling; literacy activities; online communications; and a number of bibliographies, conferences, and workshops.

For information on the rural and small library centers, contact Bernard Vavrek, College of Library Science, Clarion University of Pennsylvania, Clarion, PA 16214 (telephone: 814-226-2271). □



Artist Mary Hamilton illustrated this poster celebrating the Center.

Next deadline: All ads received by December 5 will appear in the January LEADS.

Career LEADS

american libraries classified ads

beverly goldberg, ed.

CONTENTS IN ORDER
Late job notices
LEADS guidelines
Positions wanted
Positions open
Consumer classies
Datebook calendar

LATE JOB NOTICES

For January issue, call 312-944-6780 x326 BEGINNING DEC. 10.
Listings taken BY PHONE AS SPACE PERMITS.
10 lines maximum (approximately 100 spaces per line).
ALA institutional members receive 10% discount.

PUBLIC SVCS. LN., Post College. Post College is seeking a self-motivated individual w/an MLS degree & at least 2 yrs.' exp., preferably in an acad. lib. Responsibilities include supervising & coordinating ref. & media svcs., interlibrary loan, & collection development. Will participate in prof. lib. organizations & networks & continue prof. development through workshops, seminars, & courses. Good benefits; salary $17,000-$23,000. Send resume & cover letter to: Jack Parker, Director, Learning Resource Center, Post College, 800 Country Club Rd., Waterbury, CT 06708. AA, EOE.

LNS. Credentials being accepted for prof.-level vacancies in a new lib. facility of 80,000 sq. ft. w/a volume capacity of 500,000 due for occupancy in early 1987. IMMEDIATE STAFF NEED FOR A LN. I to coordinate & administer the cataloging of new & original mat'ls. Work involves use of OCLC terminal & operation of Automated Cataloging Subsystem. 4-yr. degree, w/30 semester hrs. of lib. sci., is the min.; pref. ed. & exp. is the ALA-MLS & 2 yrs.' cataloging & technical processing in an acad. setting. Competitive salary range ($17,472-$26,292), with an attractive state of N.C. fringe ben. package. Apply directly to: Richard Griffin, Dir. of Lib. Svcs., Chesnutt Lib., Fayetteville State Univ., Fayetteville NC 28301-4298. Fayetteville State Univ. is a constituent inst. of the Univ. of North Carolina. An equal-opportunity employer.

DIR., Petoskey Pub. Lib., serving a pop. of 16,000 in Michigan's northwest Lower Peninsula. Board seeks energetic, creative generalist to supervise staff of 4.5 w/budget of $170,000. Req'd.: ALA- accr. MLS w/4 yrs.' lib. exp., incl. some supvsy.; demon. knowledge of lib. operations; abil. to work w/local officials & organizations; enthusiasm for planned bldg. addition & renovation & associated fundraising. Sal. $20,000+ w/excellent ben. Send ltr. of appl., res., & names (w/addresses & ph. nos.) of 3 ref. by Dec. 26 to: George Korthauer, City Mgr., 200 Division St., Petoskey, MI 49770.

TECHNICAL SVCS. LN. Resp. for supervision of technical svcs. dept. Duties incl. cataloging on OCLC syst., book repair, binding, acq., & processing. Lib. is converting to automated cataloging & circ. syst. Lib. is utilizing BiblioFile for conversion. Automated system is CLASSIC. Position requires some ref. & public svc. 37.5-hr. workweek includes one night in every 4th weekend. Salary is $17,676-$23,580. The lib. will pay to middle of that range for relevant exp. Position is open as of Jan. 1, 1987. Apply to: Carl Stone, Dir., Anderson County Lib., POB 4047, Anderson, SC 29622.

ADMINISTRATOR/LN. Susquehanna County Historical Society & Free Lib. Assn. is seeking an energetic, recently graduated MLS (ALA-accred.) to head up small rural pub. lib. This exciting position is excellent for someone who wants to gain management exp. in pub. libs. Manage staff of 12 FTE, main lib. in county seat, 2 branches, bookmobile, & historical society/museum. Preprof. pub. lib. &/or supervisory exp. pref. Salary: $18,000-$20,000 plus benefits. Send resume & ref. to: Search Committee, Susquehanna County Historical Society & Free Lib. Assn., Monument Sq., Montrose, PA 18801.

LATE JOB NOTICES CONTINUED ON PAGE 838.

LATE JOB NOTICES CONTINUED FROM PAGE 837.

CHIEF, ACQUISITIONS SERVICES (Announcement #86-554-F). Experienced ln. to manage unit of 15 staff responsible for ordering & receiving lib. mat'ls., binding preparation, gifts & exchanges, & the serial record in support of 14 branches & other SI offices. Administers annual budget of $1 million, insuring effective operation of fiscal controls & utilizing Geac-based automated acquisitions system. Reports to asst. dir., collections management. Position open until filled; deadline for applications is Jan. 5, 1987. Salary minimum $37,599. For application info. & forms, write: Employment Office, Smithsonian Institution, Washington, DC 20560; or call 202-357-2465. Specify announcement number. The Smithsonian Institution is an equal-opportunity employer.

HD., BIBTECH. Innovative manager for BIBTECH (acquisition, cataloging, & maintenance of bibl. records in all formats: print, archival, nonprint, & computer-based); member of RLG & contributes to RLIN. Qual.: MLS, 3-5 yrs.' professional exp. in tech. svcs. of an acad. or research lib. 2nd degree in education or related field; administrative & supvsy. exp.; exp. w/ integrated, online lib. systems, RLIN preferred; demon. organizational, leadership, & communication skills. Salary: min. $25,000. Fringe ben.: BC-BS, major medical, dental, TIAA/CREF retirement plan, tuition exemption, 13 paid holidays, & 24 vacation days. Closing date: Jan. 14, 1987. Send resume & the names & addresses of 3 ref. to: Lib. Dir., Box 69, The Milbank Mem'l. Lib., Teachers Col., Columbia Univ., 525 W. 120th St., New York, NY 10027. EO, AAE.

INTERLIBRARY LOAN LN., Texas A&M Univ. Supervise ongoing ILL program including borrowing, lending, bibl. verification, & mat'ls. location. Manage USDA reg'l. document delivery svc. through coordination of participating libs., submission of statistics, & provision of mat'ls. to USDA personnel. Serve as acting hd., circulation division, in absence of hd. Qual.: ALA-MLS, 2 yrs.' post-MLS lib. exp., prof. or preprof. ILL or related OCLC bibl. search exp. req'd., supervisory & public svcs. exp. preferred. Sal. min.: $19,000 for 10.5 mos., negotiable. Closing: to ensure full consideration, appls. should be rec'd. by Jan. 15, 1987. Applicant should submit letter of appl., resume, & names & phone nos. of 3 ref. For complete description, call or write: Gloriana St. Clair, Acting Hd. for Personnel Operations, Evans Lib., Texas A&M Univ., College Station, TX 77843; 409-845-8111. AA, EEO employer.

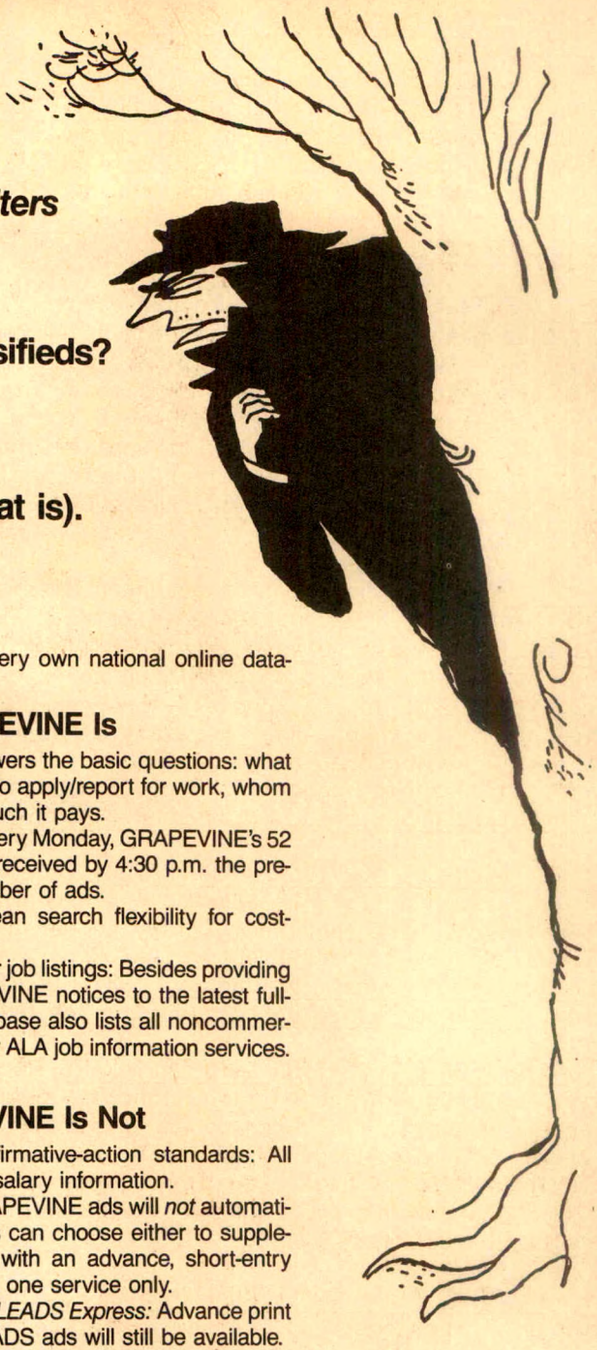
ASST. SUPVSR. FOR TECH. PROCESSING DEPT. of 14 handling 30,000 new vols./yr. Duties incl. cataloging; training & overseeing persnl. & procedures; evaluating oper. & developing performance standards. MLS plus at least 2 yrs.' post-MLS exp., incl. at least one yr. of cataloging & application of AACR2, LCSH, DDC, & OCLC; abil. to analyze problems & make good judgments. $20,284-$23,939 (starting negotiable). Resume to: Jim Fish, Dir., Springfield City Lib., 220 State St., Springfield, MA 01103.

ASST. SUPERVISOR/LN. FOR BRANCH LIB. w/125,308 circulation, staff of 7. Duties include providing ref. & readers' advisory svcs. for adults, young adults, & children; assisting in developing & implementing adult & young adult programs; sharing responsibility for collection development & display; assisting in supervision of staff & branch operations; sharing responsibility for catalog maint.; supervising branch in absence of supervisor. Requires MLS; at least 2 yrs.' prof. lib. exp. in pub. svc., including ref.; proven pub. svc. commitment; collection development exp. w/familiarity w/appropriate selection tools; abil. to interact positively & appropriately w/public & staff; proven potential for contributing creative approaches to enhance branch & system operations. $20,285-$23,939 (starting negotiable). Resume to: Jim Fish, Director, Springfield City Lib., 220 State St., Springfield, MA 01103.

LN. III, CHILDREN'S DEPT., at Flint (Mich.) Pub. Lib. Progressive lib. serving 159,000 w/annual budget of $4 million. Assistant to head of dept. Responsibilities include ref. work, mat'ls. selection, supervision in absence of dept. hd. Applicants must have a record of commitment to children's svcs. & programs. ALA-MLS. Salary: $31,152-$34,272. Deadline for applications: Dec. 19. Send letter of interest, resume to: Ledell Watson, Personnel, Flint Bd. of Ed., 923 E. Kearsley St., Flint, MI 48502.

CHILDREN'S LN. Enthusiastic, energetic, & creative person to provide complete range of children's svcs. including collec. dvpt., programming, liaison w/community. Some supervision. MLS req'd. w/some exp. Salary: $22,040, excellent ben. Send res. w/3 ref. to: Jule Fosbender, Dir., Adrian Pub. Lib., 143 E. Maumee, Adrian, MI 49221.

LATE JOB NOTICES CONTINUED ON PAGE 840.



PSSST! Job Seekers and Recruiters

Did you hear what's new, available on ALANET, and the latest word in job classifieds?

Why, the GRAPEVINE (*AL*'s, that is).

That's right, Libraryland: Your very own national online database of job openings has arrived.

What GRAPEVINE Is

›*A short-entry job alert* that answers the basic questions: what the job is called, where it is, when to apply/report for work, whom to contact, and (of course) how much it pays.

›*A recruiter's dream:* Updated every Monday, GRAPEVINE's 52 issues/year will contain all listings received by 4:30 p.m. the preceding Friday. No limit on the number of ads.

›*A database* with limited Boolean search flexibility for cost-effective reading.

›*An online referral source* to other job listings: Besides providing see-also references within GRAPEVINE notices to the latest full-text equivalent in LEADS, the database also lists all noncommercial library job lines as well as other ALA job information services.

What GRAPEVINE Is Not

›*Not an evasion* of LEADS affirmative-action standards: All GRAPEVINE listings will disclose salary information.

›*Not a duplicate LEADS:* All GRAPEVINE ads will *not* automatically appear in LEADS. Employers can choose either to supplement their full-text LEADS listing with an advance, short-entry GRAPEVINE notice or to recruit in one service only.

›*Not a substitute* for *AL*'s *Career LEADS Express:* Advance print copies of next month's full-text LEADS ads will still be available.

›*Not expensive.* LEADS advertisers pay only $10 or more for a supplementary GRAPEVINE notice. GRAPEVINE-only recruiters pay $25. Ads appear for 14 days, or until their application deadlines expire, whichever is longer.

VINE's the Word

Job seekers can get to the GRAPEVINE via ALANET by typing ›VINE at system level or from within the Units menu (ALANET4). If you're not already an ALANET subscriber, you can become one by contacting Rob Carlson, Deputy ALANET System Manager, at ALA.

Recruiters can get on the GRAPEVINE by contacting Beverly Goldberg, Career Services Editor, at *American Libraries.*

The word's out on the GRAPEVINE. Pass it on.

LATE JOB NOTICES CONTINUED FROM PAGE 838.

9 LIB. POSITIONS. Voters approve library expansion. We need 5 BEGINNING REF. LNS. ($17,000), 2 CATALOGERS ($19,500), a COLLECTION DEVELOPMENT LN. ($18,700), & a PUBLIC INFO. OFFICER ($18,700) in a decentralized, highly automated lib. syst. of 9 branches in the county bordering Denver, toward the mountains. Good benefits. Deadline: Jan. 30, 1987; to start in April. Representatives will be at the ALA Midwinter Placement Center. For further info. on any of these positions, contact: Maryanne Brush, Jefferson County Pub. Lib., 10200 W. 20th Ave., Lakewood, CO 80215; 303-232-7114.

REF. LN. Full-time, 12-month, tenure-earning faculty appointment to provide guidance to patrons. Also participates in collection development, database searching, & bibliographic instruction. ALA-MLS required, as is demonstrated knowledge of lib. automation, basic bibliographic searching, & use of OCLC or similar utility for ref. Occasional night & weekend ref. required. Desired: 2nd master's degree & 2 yrs.' ref. exp. in academic lib. Salary from a base of $20,000. Send resume w/letter of application. Have 3 current letters of recommendation sent by Jan. 16, 1987, to: Robert Walter, Chair, Ref. Ln. Search Committee, Axe Lib., Pittsburg State Univ., Pittsburg, KS 66762. Pittsburg State Univ. is an equal-opportunity, affirmative-action employer.

LIB. SCI. FACULTY. The Univ. of Southern Mississippi seeks candidates w/expertise in the area of lib. management & w/competence in related areas, preferably in info. studies & lib. automation. Appointment at the Associate or Full Professor rank by the fall semester 1987 is expected. Applicants should be committed to excellence in teaching & have a proven research record. Prof. exp. in the specialty preferred & the doctorate in lib. info. studies or related disciplines is required. Rank & salary is dependent upon qual. & exp. Minimum $30,000. Applications will be accepted until position is filled. Send application, resume, & 3 ref. by Feb. 1, 1987, to: Jeannine Laughlin, Dir., School of Lib. Service, Univ. of Southern Mississippi, Southern Station Box 5146, Hattiesburg, MS 39406-5146.

REF. LN./TECHNICAL SERVICES COORDINATOR, Mabel Smith Douglass Lib., Rutgers Univ. Available: April 1, 1987. MLS from ALA-accred. lib. school & at least 4 yrs.' acad. lib. exp. (ref. & technical svcs.) are required. Salary commensurate w/exp. w/a minimum of $25,907. Tenure-track, calendar-yr. appointment. TIAA/CREF, life/health insurance, 22 days' vacation. Submit resume & names of 3 ref. by Jan. 1, 1987, to: Barbara E. Sanders-Harris (APP 118), Personnel Officer, Alexander Lib., Rutgers Univ., New Brunswick, NJ 08903. EO, AAE.

COORDINATOR FOR CIRCULATION & INTERLIBRARY SERVICES, Rutgers Univ. Libs. Available: immediately. MLS from ALA-accred. lib. school & a minimum of 4 yrs.' pub. service exp. in an acad., research, or special lib. req'd. Administrative/supervisory exp. desirable. Salary commensurate w/exp. w/a minimum of $25,907. Tenure-track, calendar-yr. appointment. TIAA/CREF, life/health insurance, 22 days' vacation. Submit resume & names of 3 ref. by Jan. 1, 1987, to: Barbara E. Sanders-Harris (APP 119), Personnel Officer, Alexander Lib., Rutgers Univ., New Brunswick, NJ 08903. EO, AAE.

CHIEF, NATIONAL AIR & SPACE MUSEUM BRANCH, & MANAGER, PHYSICAL SCIENCES UNIT (Announcement #86-555-F). Experienced ln. to administer collections & provide ref. services in support of the staff of the National Air & Space Museum, other institutions' staff, the scholarly community, & the general public. Also supervises the Smithsonian Astrophysical Observatory branch lib., Cambridge, Mass. Reports administratively to asst. dir., research services, & for collections-related functions to asst. dir., collections management. Position open until filled; deadline for appls. is Jan. 5, 1987. Salary minimum $37,599. For application info. & forms, write: Employment Office, Smithsonian Institution, Washington, DC 20560; or call 202-357-2465. Specify announcement number. The Smithsonian Institution is an equal-opportunity employer.

CHIEF, CENTRAL REF. & LOAN SVCS., & UNIT MANAGER, CENTRAL SVCS. UNIT (Announcement #86-556-F). Experienced ln. to administer central ref. collections & services in support of 13 SIL branches & specialized Smithsonian activities (Smithsonian Magazine, SI Press, etc.). Also supervises Museum Ref. Center, Museum Support Center branch lib., the ILL unit, & the SIL Annex. Reports administratively to asst. dir., research svcs., & for collections-related functions to asst. dir., collections mgmt. Position open until filled; deadline for appls. is Jan. 5, 1987. Salary minimum $37,599. For application info. & forms, write: Employment Office, Smithsonian Inst., Washington, DC 20560 or call 202-357-2465. Specify announcement number. The Smithsonian Institution is an equal-opportunity employer.

HEAD, SELECTION UNIT, SUPERVISOR LN./TECHNICAL INFO. SPECIALIST (GS-1410/1412-12), National Lib. of Medicine, NIH, PHS, Bethesda, Md. Supervises 6 professionals selecting print & nonprint monographic materials for NLM collection, the world's largest in biomedicine. Performs varied collection development studies & bibliometric projects. Reports to head, selection/acquisition section. Qual.: working knowledge of 2 foreign languages plus: 1) MLS or equivalent & 2 yrs.' selection or collection development exp. w/biomedical or related scientific/technical literature or 2) undergrad. degree w/major in biomedical subjects or foreign languages & 3 yrs.' selection or collection development exp. U.S. citzenship required. Salary: $32,567-$42,341, standard federal civil service benefits. Application deadline: Jan. 30, 1987. Contact ASAP for specific application requirements: E. Fairchild, National Lib. of Medicine, 8600 Rockville Pike, Bethesda, MD 20894; 301-496-4943. An EOE.

SENIOR LN. Texas pub. lib. serving 75,000 population seeks ALA-MLS w/prof. pub. lib. exp. to manage & participate in delivery of adult services, including collec. development, ref., I&R, & programming. Job reopened. $18,242-$19,580 starting range. Apply by Dec. 31 to: Personnel Dept., City of Tyler, POB 2039, Tyler, TX 75710.

LN., ADULT SVCS. Challenging ref. position in Midwestern community serving a metro. population of approx. 279,000. Responsible for conducting lib. svcs. incl. ref., selection, collection maint., instructing & training of subordinate staff, related work & involvement in community activities. Requirements: ALA-accred. MLS. Salary range $20,123-$25,154. Deadline: Jan. 9, 1987. Apply to: City of Rockford Persnl. Dept., 425 E. State St., Rockford, IL 61104. An EOE.

REF. LN.--LITERATURE & LANGUAGES. Beginning salary $19,500 w/5% increase Jan. 1987. Requires MLS from an ALA-accred. univ., strong pub. svc. orientation. Entry-level position in a busy central lib. in a city of 100,000, responsible for service on pub. ref. desk; collec. development in literature, fiction, & foreign languages; high-quality pub. programming; & some grant writing. Send letter of appl. & resume by Dec. 31 to: William O'Connor, Albany Pub. Lib., 161 Washington Ave., Albany, NY 12210.

LIB. COORDINATOR. Responsible administrative & prof. work directing the activ. of a co. lib. system. Plans, organizes, directs, & coordinates lib. activ. Prepares budgets, outlines policies & regulations. Supervises staff. Graduation from 4-yr. college, supplemented by course-work for master's degree in lib. sci. Significant exp. in prof. lib. work. $28,000 per annum to start. Excellent benefits. Rapidly developing, semi-rural area in central Fla. Send res. no later than Dec. 31 to: Persnl. Dir., Citrus Co. Bd. of County Commissioners, 110 N. Opopka Ave., Inverness, FL 32650.

LN. II, ASSISTANT SYSTEM COORDINATOR. Salary range: $19,716-$26,688. MLS from an accred. lib. school plus 2 yrs.' prof. lib. exp. Is responsible for all aspects of the collec. development program & books-by-mail program. Assists in planning & presenting workshops & meetings for area lns. & other system activ. Contact: Amarillo Pub. Lib., POB 2171, Amarillo, TX 79189.

LN. II, HEAD OF CATALOGING DEPT. Salary range: $19,716-$26,688. MLS from an accred. school of lib. science & 2 yrs.' prof. lib. exp. Must have working knowledge of Dewey classification, OCLC, AACR2 rules, & familiarity w/all aspects of lib. science (especially automation). Directs work activities of prof. & nonprof. employees. Contact: Mary Kay Snell, Amarillo Pub. Lib., POB 2171, Amarillo, TX 79189; 806-378-3050.

CATALOGER. The Missouri Botanical Garden Lib. is seeking an experienced cataloger. Duties will include an opportunity to work w/the rare book collection. Position requires thorough knowledge of AACR2, LC classification, & MARC tagging for OCLC input. MLS degree required. Reading knowledge of a foreign language & exp. in original cataloging desirable. Salary $15,000-$18,000. To apply, send resume to: Personnel Director, Missouri Botanical Garden, POB 299, St. Louis, MO 63166. An equal-opportunity employer.

LIB. DIRECTOR needed for newly remodeled & progressive 23,000-sq.-ft. lib. serving over 30,000 in southwestern Idaho. Joint automated circulation systems (CLSI), $300,000 operating budget, 11 FTE, 69,000 vols., & strong programming emphasis. Qual.: ALA-accred. MLS w/3 yrs.' pub. lib. exp. & abil. in administration, fiscal management, & PR skills. Salary range $24,315-$28,350, plus generous benefits. Submit resume & 3 ref. by Feb. 17, 1987, to: Lib. Bd. Ch., c/o Personnel Office, City Hall, 411 3rd St. S., Nampa, ID 83651.

LATE JOB NOTICES CONTINUED ON PAGE 842.

LATE JOB NOTICES CONTINUED FROM PAGE 841.

ASST. PROF., Kent State Univ. SLS. Applications invited for a tenure-track position as Asst. Prof., beginning Aug. 24, 1987. Teaching areas will incl. info. retrieval in the lib., online ref. svcs., & dvpt. of courses in: indexing & abstracting & microcomputers in lib. info. ctrs. Additional expertise in business info. resources is desired. Responsibility for school's computer laboratory is expected. Qual.: doctorate or ABD in lib./info. sci. or closely related field, master's degree from ALA-accred. school, lib. or info. ctr. exp., evidence of excellence in teaching & research, & competence in areas specified above. Must be willing to teach regularly in the school's Columbus program. Min. sal. $25,000. Appl. deadline: Jan. 30, 1987. Please submit ltr. of appl., res., trans., & the names of at least 3 ref. to: Rosemary R. Du Mont, Dean, School of Lib. Sci., Kent State Univ., Kent, OH 44242. Preliminary interviews at ALISE. Kent State Univ. is an equal-opportunity employer.

HEAD, CATALOG SERVICES. Fargo Public Library, serving the metropolitan Fargo-Moorhead area (130,000), is seeking a service-oriented librarian w/OCLC & automation experience to direct cataloging services. Automation plans now being developed. Duties will include supervision & scheduling of a staff of 3. MLS preferred w/evidence of accomplishments in the technical services field. Position open Jan. 1, 1987 from $18,000 depending upon experience. Send resume & 3 letters of reference to: Gary J. Schultz, Director, Fargo Pub. Lib., 102 N. 3rd St., Fargo, ND 58102. AA, EOE.

HEAD OF ACQS., Colgate Univ., a highly selective, independent college located in rural upstate N.Y. Specific duties incl. coordinating collection development activities for both campus libs.; acq. of monographs, serials & nonprint mat'ls.; monitoring related budgets; directing all req'd. related operations; evaluating vendor performance; assisting in approval-plan selection & management; & participating in the implementation of an automated acqs. system. Supervises 5.5 FTE. Salary $25,000-$30,000+, depending on exp. & qual. Requirements: ALA-MLS, min. of 5 yrs.' exp. in acad. libs., & exp. w/acqs. & budgeting. Knowledge of domestic & foreign publishing trade & vendor sources/plans. Appl. deadline Jan. 15, 1987. Send letter of appl., resume, & names of 4 ref. to: Univ. Ln., Case Lib., Colgate Univ., Hamilton, NY 13346. Preliminary interviews will be held at ALA Midwinter. Women & minorities are encouraged to apply. Colgate is an AA, EO employer.

ASSOCIATE LN., pub. lib., city of Worcester, Mass. (pop. 161,799). Seeks second in command to assist the head ln. in administering the city's lib. program. Budget $2.7 million, staff 114 FTE, main lib. & 6 branches. Salary $27,905-$36,003. New schedule under consideration. MLS w/min. 5 yrs.' progressive, senior-management-level, pub. lib. exp. Requires city residency within one yr. of start. Submit resume by 5 pm, Dec. 31, to: Lib. Personnel Office, Salem Sq., Worcester, MA 01608. Further details will be sent upon receipt of resume. The city of Worcester is an AA, EO employer.

PUB. SVCS. LN. ALA-accred. MLS for progressive, 200,000-vol. college lib. to supervise circ., ILL, & periodicals. Some online search & bibl. instruc. Available immediately. $17,400, liberal vacation, TIAA/CREF. Pleasant liberal arts environment. Letter, transcripts, 3 recommendations due Dec. 31 to: Dr. Reddick, Elmira College, Elmira, NY 14901. EOE.

CATALOG LN. 12-mo., temporary position. In charge of cataloging operations, original & nonroutine cataloging, OCLC & LCS operations. Assist in supervising 7 technical assistants. Some public service duties required. ALA-MLS required as minimum qual. Salary $2,095 per mo. minimum. GSU is a publicly funded, upper-division univ. of 5,600 students, 4 colleges, & a lib. staff of 40. University Park is located 35 miles south of Chicago. Estimated beginning date Jan. 16, 1987. Review of applications to begin Dec. 15. Send letter of application & resume to: Harvey Varnet, Dir., Univ. Lib., Governors State Univ., University Park, IL 60466. GSU is an equal-opportunity, affirmative-action employer.

SUPPORT SVCS. LN., Branch County Lib. System, Coldwater, Mich. Responsibility for circulation & technical processing. Exp. w/microcomputers will be preferred. Coldwater is a suburban/rural community on the Indiana border halfway between Detroit & Chicago. The lib. serves a population of 40,000 w/a staff of 16 FTE. The 1986 budget was $356,630 not including building maintenance. A master's degree in lib. science is req'd. for a salary of $14,957-$16,859 depending on exp. Liberal benefits are paid for an FT (35-hr.) workweek. The position is open until filled. Send resume & 2 letters of ref. to: Phyllis Rosenberg, Director, Branch County Lib. System, 10 E. Chicago St., Coldwater, MI 49036.

ASSOC. DIRECTOR, Minneapolis Pub. Lib. & Info. Center. Day-to-day exec. offcr. in mgmt. of the lib.; reports to the dir. Coordinates activ. of central lib. svcs., tech. svcs., community libs., & administrative svcs.; in conj. w/dir., is resp. for budget; supervises bldg. maint., accounting, PR, & personnel, incl. labor relations; carries out special assignments for the dir.; in the dir.'s absence, serves as acting dir. Sal. range: $46,800-$62,712. Reqs.: MLS, 10 yrs.' prof. pub. lib. exp., incl. demon. supervisory & administrative mgmt. capacity at increasing levels of resp. Send resume, copies of undergrad. & grad. transcripts, & 3 letters of ref. by Friday, Jan. 30, 1987, to: Elizabeth Shelver, Personnel Offcr., Minneapolis PL & Info. Ctr., 300 Nicollet Mall, Minneapolis, MN 55401. An affirmative-action employer.

DIRECTOR OF LIB. SERVICES. Project manager during construction of new lib. w/responsibility for staff, circulation, budgeting. MLS from ALA-accred. school w/administrative & automation exp. req'd. Base salary $25,000 plus benefits. Reply in writing by Dec. 15 to: Parker McCollough, Pres., Lib. Bd., 1107 Main St., Georgetown, TX 78626. EOE.

SYSTEM COORD., Lib. Mgmt. Network, Inc., Huntsville, Ala. LMN is a computer-based multitype lib. cooperative composed of 9 libs. in northern Ala. The CLSI system currently has 42 terminals supporting acqs. & circ. w/pub. access planned. Needed: exp. in networking/cooperative lib. svcs.; working knowl. of automation & of cataloging principles & standards (AACR2 & OCLC/MARC). ALA-MLS highly desirable, but alternative combination of ed. & exp. will be considered. Organizational & administrative abilities, as well as PR & communications skills, are essential. Resp. incl. oper. & mgmt. of the central site; coord. of bibl. standards & procedures; ongoing training; & serving as liaison between CLSI, the central site, & LMN members. Reports to & works with LMN Bd. in planning & budgeting. Salary: min. $18,500-$21,000; additional fringe ben. Appl. ltr., resume, 3 current ref. by Jan. 15, 1987, to: Ed Land, Ch., Srch. Cmte., Wheeler Basin Reg'l. Lib., POB 1766, Decatur, AL 35602. EEO.

FACULTY, TENURE-TRACK POSITION IN REF. Should have bkgrd. in ref. & info. retrieval (problem solving, info.-seeking behavior, ref. interviewing, srch. strategy, user-system interface, info. svcs.). Desired: familiarity w/variety of systems & sources, incl. nonbibl. & knowledge-based systems, & w/current & emerging delivery technol. for research & teaching in master's & doctoral programs. Abil. to teach basic courses in ref., incl. online searching. Capability for teaching adv. courses in sci. or biomedical info. or in networking & info. resources mgmt. is advantageous. Opportunity to work w/U. of Md. Inst. for Adv. Computer Studies. Rank & sal. are dep. upon qual. & exp. 9.5-mo. appt. w/opportunity for summer teaching. Min. starting sal.: $28,500. Appt. date: fall 1987. Appl. deadline March 1, 1987, or until appropriate candidates have been identified. Send appl. to: Ch., Ref. Search Cmte., Col. of Lib. & Info. Svcs., U. of Md., College Park, MD 20742; 301-454-5441. AA, EOE.

LIBRARY CONSULTANT. We are a rapidly growing vendor of automated systems in libs. of all types. We are looking for a ln. to perform account management for lib. sites that are using the ATLAS system. Requirements: master's degree in lib. science, 2 yrs.' lib. exp., one yr. of lib. automation, good communication skills, & ability to travel. Comprehensive employee benefits. Salary offered for this position ranges from low to high $20s based upon prior professional & educational exp. Send resume to: Library Consultant Search, Data Research Associates, POB 8495, St. Louis, MO 63132-1806.

REF. LN. in the Biomedical Lib., Univ. of Calif./Los Angeles. Ref. desk service, online search service, bibl. instruc. & consulting, & coordination responsibilities for some aspect of ref. services. Minimum qual.: MLS degree from an accred. lib. school is normally required, effective oral & written communication skills, successful interpersonal skills, abil. to work as a team member. Ability to analyze info. needs critically & logically. Aptitude for creative applications of new technology to a variety of ref. services. Acad. coursework in health & life sciences info. resources & online bibl. systems. Salary range: $24,012-$42,264. Applications received by Feb. 6, 1987, will receive first consideration. Send resume & names of 3 ref. to: Alison Bunting, Biomedical Ln., UCLA Biomedical Lib., Center for the Health Sciences, Los Angeles, CA 90024. EO, AAE.

LN. II, HEAD OF REF. & ADULT SERVICES. Salary range: $19,716-$26,688. MLS from an accred. lib. school plus 2 yrs.' prof. exp. in a recognized lib. Responsible for total operation of the ref. dept. Promotes lib. through tours, talks, presentations to area organizations. Contact: Amarillo Pub. Lib., POB 2171, Amarillo, TX 79189.

LATE JOB NOTICES CONTINUED ON PAGE 844.

LATE JOB NOTICES CONTINUED FROM PAGE 843.

ASSISTANT DIRECTOR, West Springfield (Mass.) Pub. Lib. Challenging mid-management position in charge of personnel & pub. services. WSPL serves a town of 27,000 w/a staff of 12.2 FTE, 92,000 vols., fiscal year 1987 budget of $310,000. Automation in progress. Qual.: ALA-MLS, pub. lib. exp., supervisory skills, knowledge of automated circulation systems, strong commitment to pub. service. Current salary range $20,000-$23,700. Closing date: Dec. 19. Send resume, 3 ref. to: John Brooks-Barr, Town Ln., West Springfield Pub. Lib., 200 Park St., West Springfield, MA 01089.

UNIV. LN. Overall admin. resp. for Jacksonville State U. lib. (w/450,000+ vols. & 1,600 periodical subscriptions); reports to vice pres. for acad. affairs. Resp. for all lib. svcs. & oper., incl. preparing & administering $1.5 million budget. Min. qual.: ALA-MLS & earned doctorate in related field pref.; min. 5 yrs.' acad. lib. exp., at least 3 of which must be in lib. admin.; exp. in administering technological innovations in lib. automated svcs.; active involvement in prof. assns.; evidence of excellent interpersonal skills, mgmt. techniques, effec. leadership abil., & abil. to articulate role of lib. in the univ. & community at large. Salary: $40,000 range w/outstanding fringe ben. package. Nominations or appls., w/res., incl. names, addresses, & ph. numbers of 5 prof. ref., must be rec'd. by Jan. 19, 1987, at: Bibb Graves Hall, Jacksonville State Univ., Jacksonville, AL 36265. EO, AAE.

AUTOMATION CONSULTANT. Seeking automation consultant & trainer for state lib. staff; will involve planning workshops & writing analyses, specifications, & procurement documents. Salary: $29,736. Closing date: Feb. 1, 1987. Qual. include ALA-MLS plus extensive project management exp. Request full info. from: Personnel Office, Tex. State Lib., Box 12927, Austin, TX 78711; 512-463-5474. An EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices: Space permitting, Late Jobs are taken by phone only, **beginning on the 10th.**

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in ILL. only 800-545-2444; in Canada 800-545-2455); Telex: 490-999-2040 ALA UI (TWX prefix 710).

Electronic Mail: ALANET subscribers can 1) address a memo to our AL.LEADS mailbox or 2) complete the LEADSAD online order form.

Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (*AL* does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in Datebook.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: $5/line, ALA institutional members receive 20% off ($4/line).

Display: Boxes, larger type, prominent format. $50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Late Job Notices: By phone only, beginning 10th of the month. $10/line. ALA institutional members 10% off. See complete instructions in sections.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $5/line; multiple insertion discounts on total cost: 2-5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) Rates same as for Automation Exchange above.

Box numbers: *AL* will provide box numbers on request for advertisers wishing to run blind ads. Surcharge is $10. For Positions Wanted, box numbers are free-of-charge

To reply to box nos., write: Box (no.), c/o Beverly Goldberg, *American Libraries,* 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

Ads by Phone

Applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

1) Telephoned copy will be accepted **only at the discretion of the LEADS editor,** depending on time available.

2) **A surcharge** of $5 total for line-by-line and $10 total for displays will be charged for all accepted telephone ads.

3) All accepted telephone ads **must be followed by written confirmation, including full text of the ad,** within two weeks.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE *Jobline* (monthly). Mailed to all ASIS members; available on request to nonmembers. To order or to list a position, write: *ASIS Jobline,* ASIS Hdqtrs., 1424 16th St. NW, Suite 404, Washington, DC 20036.

ARIZONA Job Hotline: 602-278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone 602-269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: 312-944-6795.

To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members; $35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: 604-263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C. V6R 4G6 Canada.

CALIFORNIA Library Association Jobline: 916-443-1222 or 213-629-5627. To list a position. write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477; 916-447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: 415-697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone 415-692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: 408-378-8854. To list a position: call Sally Hambridge at 408-496-8727.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: 818-795-2145. To list a position: write Duane M. Helgeson, Millikan Library, 1-32, California Institute of Technology, Pasadena, CA 91125 or phone 818-354-4200.

CANADIAN ASSOCIATION OF SPECIAL LIBRARIES AND INFORMATION SERVICES/Ottawa Chapter Jobline: 613-237-3688. To list a position, write: Job Bank Coordinator, CASLIS, 13C Deerfield Dr., Nepean, Ont. K2G 3R7, Canada.

COLORADO State Library Jobline: 303-866-6741. To list a position: write the Jobline, 201 E. Colfax, Denver, CO 80203 or phone 303-866-6740. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: 203-727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Conn. State Lib., 231 Capitol Ave., Hartford, CT 06106.

(D.C.) METROPOLITAN WASHINGTON Library Jobline: 202-223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye St. NW, Suite 200, Washington, DC 20006 or phone 202-223-6800, x458. Listing fee: $60 nonmembers.

DELAWARE Library Association Jobline: 800-282-8696 or call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

DREXEL UNIVERSITY College of Information Studies Jobline: 215-895-1672. To list a position: write Sara McDonald, Placement Office Assistant, College of Information Studies, Drexel University, Philadelphia, PA 19104 or call 215-895-2478. Delaware, New Jersey, and Pennsylvania listings.

FLORIDA State Library Jobline: 904-488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone 904-487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: 312-828-0930. To list a position: call 312-644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Listing fee: $20 for 2 weeks. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.

INSTITUTIONAL Library Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, write c/o S. Carlson, Rhode Island Dept. of State Library Services, 95 Davis St., Providence 02908 or call 401-277-2726. Listings appear for one month unless resubmitted.

IOWA *Library Joblist* (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines 50319. To list a position: 515-281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Lib. Assn. Jobline: 301-685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone 301-685-5760, Wednesdays only, 10 am–3 pm.

MIDWEST Library Job Hotline: 317-926-8770. To list a position, contact one of the following assns.: Indiana Library Association, Minnesota Library Association, Ohio Library Association, or call SIALSA at 317-926-6561. Listing fee (prepaid): $10/first week; $5/week for each additional week. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: 314-442-6590. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. Listing fee: $10 nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: 605-677-5757. (Toll-free phone number available to MPLA members at no charge; $20 to nonmembers. Call MPLA Jobline for details.) To list a position, write: Mountain Plains L.A., c/o I.D. Weeks Library, University of South Dakota, Vermillion, SD 57069. *Emphasis on Arizona, Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.* Out-of-region positions listed for $10/position.

NEBRASKA Job Hotline: 402-471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: 617-738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Assn.: 609-695-2121. To list a position, write: New Jersey Lib. Assn., POB 1534, Trenton 08607. Minimum salary $18,500.

NEW YORK Library Association Jobline: 212-227-8483. To list a position, write: NYLA, 15 Park Row, Suite 434, New York, NY 10038.

NEW YORK CHAPTER, Special Libraries Association Hotline: 212-214-4226. To list a position: write Meryl Schatzberg, 215 Adams St., Apt. 10A, Brooklyn, NY 11201 or phone 212-880-9716.

NORTH CAROLINA Jobline: 919-733-6410. To list a position, call: 919-733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Dept. of Libs. Jobline: 405-521-4202, 5 pm–8 am on weekends and holidays only. Updates on 1st and 15th of every month. To list a position, call: 405-521-2502.

OREGON Library/Media Jobline: 503-585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone 503-378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: 206-543-2890. To list a position, write: PNLA Jobline, c/o Grad. Schl. of Lib. and Info. Science, FM-30, Univ. of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: 717-234-4646. To list a position (members and nonmembers): 717-233-3113.

PUBLIC Library Association Jobline: 312-664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 PLA members; $35 nonmembers.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence, RI 02908. **S.E. NEW ENGLAND LIBS. ONLY.**

RURAL LIBRARIES *Jobline* (monthly): Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact: Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.

(S.C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: 803-777-8443. To list a position, write: Admissions and Placement Coordinator, CLIS, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpeciaLine Employment Clearinghouse Job Hotline: 202-234-3632, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriguez, Manager, Membership Records and Services, SLA, 1700 18th St. NW, Washington, DC 20009 or phone 202-234-4700.

TEXAS State Library Jobline: 512-463-5470. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call 512-463-5475, Monday–Friday, 8 am–5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Lib. Netwk.: 202-389-2820. 9 am–5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Lib. Div., (142D), VA Ctrl. Office, 810 Vermont Ave. NW, Washington, DC 20420; Attn.: Vacancy List. Most listings are for medical librarian positions. **ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.**

VIRGINIA Library Jobline: 703-370-7267. To list a position, write: Jobline, c/o Virginia Library Assn., 80 S. Early St., Alexandria, VA 22314. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Coop. Job Hotline.

POSITIONS WANTED

ACADEMIC, PUBLIC SCHOOL MEDIA, OR PUBLIC LIBRARIES. Minority female (Black), BA, MEd, & MLS—Univ. of Denver 1982. Prefer position in Alabama or Georgia by Jan. 1, 1987. Would accept opportunities at community colleges. 2 yrs.' experience in reference & technical services. Public school cert. Reply to: L. S. Kannar, 257 S. Gay St., Auburn, AL 36830; 205-826-0554.

CATALOGING AND/OR COMPUTER PROGRAMMING position wanted, one yr.'s post-MLS/ALA professional technical services experience in automated academic library. Experience in OCLC, AACR2, LC, DDC, and writing library application programs. Knowledge of COBOL, PASCAL, DBMS. Post-MLS coursework in modern library information technology. Language: Chinese. Contact: Box B-918-W, c/o LEADS, *American Libraries.*

EXPERIENCED (1980 ALA-MLS) PUBLIC SERVICES LIBRARIAN wants to relocate to Texas—Grayson/Collin/Fayette County area. Experience in nonprint including microcomputers (4 yrs.), reference & BI (7 yrs.), children's & YA (2 yrs.). Will consider academic, public, & special libraries. Reply to: Box B-920-W, c/o LEADS editor, *American Libraries.*

EXPERIENCED IN SOFTWARE COLLECTION MANAGEMENT, REFERENCE. Bright, creative generalist, excellent organizational skills, public-service-oriented, developer of SOFTCAT software cataloging system for libraries. ALA-MLS; BS, MS in sciences. Seeks appropriate and challenging position in metropolitan area or can telecommute. Resume, references on request. C. Behnke, 2422 Upham, Madison, WI 53704.

Positions Wanted continued on p. 846.

Positions Wanted continued from p. 845.

LIBRARIAN—8 YRS.' EXPERIENCE IN GENERAL, VISUAL ARTS, AND PERFORMING ARTS COLLECTIONS. Excellent ref. skills. Seeks new opportunity in public, academic, or special library in Westchester County, N.Y. Contact: POB 358, Bellerose, NY 11426.

INTERIM DIRECTOR: Retired library director with 14 yrs.' experience interested in interim positions. Salary plus expenses. Contact: Helen Knievel, 239 Lake, San Francisco, CA 94118; 415-386-3931.

REFERENCE/ENTRY-LEVEL. Bill Schneider, 2219 Glendon Ave., Los Angeles, CA 90064.

AV, BOOKMOBILE, CHILDREN, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE—Quick study, will work your front desk or backshop, 1–9 mos., Feb. 15–Nov. 15. Scale + one mo.'s advance; call 702-945-2754 or write M. L. Pierce, Hawthorne, NV 89415-1721.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian. R. A. Haas Library, Western Connecticut State University. Anticipated, full-time, tenure-track library faculty position. Includes budgeting, materials purchasing and receipt, coordinating purchase requests, and training and supervision of acquisitions staff. Participates in liaison and bibliographic instruction programs. Reports to the director of library services. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS. Experience with OCLC automated acquisitions system and 2 yrs.' acquisitions experience in an academic library are preferred. Salary range at the minimum rank of Assistant Professor (Librarian II) is $24,000. **Send resume with cover letter and names of 3 references by Dec. 15** to: Alesia Szabo, Chair, Library Faculty Search Committee, **Ruth A. Haas Library, Western Connecticut State University, Danbury, CT 06810.** An equal-opportunity, affirmative-action employer.

Architecture and planning/engineering librarian. *RESPONSIBILITIES:* the architecture and planning/engineering librarian serves a dual role as head of the Architecture and Planning Branch Library and as the Auraria Library liaison to engineering faculty on the Auraria campus. The Architecture and Planning Library supports the School of Architecture and Planning of the University of Colorado at Denver and its degrees in architecture, interior design, landscape architecture, urban design, and planning. The librarian is responsible for supervision of a library assistant and 1.5 FTE student staff, collection development, slide collection, specialized reference, and library instruction. Involvement in the community outreach program and fundraising activities is expected. Responsibilities as engineering liaison include bibliographic instruction, collection development, and reference service at the Auraria Library. In addition, general library faculty responsibilities include committee assignments, publication, and service. *QUALIFICATIONS:* ALA-accredited master's degree and an academic degree or experience in one of the above fields is required. Supervisory experience and excellent communication skills are strongly preferred. Experience in reference, slide collections, automated systems, collection development, and teaching is desired. *BACKGROUND:* the Auraria Library occupies a unique position as the central point of information services in support of the programs of 3 diverse academic institutions on the Auraria campus in downtown Denver: the University of Colorado, Metropolitan State College, and the Community College of Denver. The library serves a population of 20,000 FTE students & 1,050 FTE faculty, and supports programs ranging from vocational to graduate and professional training. The 27 professional staff and 100 support staff of the Auraria Library stress an active, service-oriented approach to library service through innovative programs and administration. *SALARY* $19,000–$29,000 for a 12-mo. contract. Faculty status, tuition benefits, 22 vacation days, and TIAA/CREF. **All application materials must be received by Jan. 5, 1987, for initial consideration.** Recruitment will remain open until position is filled. Send letter of application, vita, and names and telephone numbers of 3 references to: Jay Schafer, Search Committee Chair, **Auraria Library, Lawrence at 11th St., Denver, CO 80204.** AA, EEO employer.

Assistant documents librarian to provide federal documents reference/instructional service, online searching. Assist in technical servicing of regional depository. Responsible for circulation, binding, reference collection maintenance, gifts, and nondepository documents processing. Some general reference service; reference collection development in assigned subjects. Work some nights, weekends. *QUALIFICATIONS:* master's degree from ALA-accredited program, coursework in U.S. documents and in general reference sources, familiarity with federal documents organization and classification system required. Social science background, documents experience, and familiarity with online searching desirable. Initiative, organizational skills, and strong interpersonal skills essential. Salary: $16,500 minimum. Permanent, 12-mo., full-time position, tenure-track, Instructor rank, faculty equivalency. 22 days' vacation, sick leave, Blue Cross–Blue Shield, state and TIAA/CREF retirement plans. Opening date for applications was Nov. 5 with projected starting date March 15, 1987. **Send letter of application, resume, names and addresses of 3 references, and transcripts by Jan. 9, 1987,** to: Charles B. Osburn, Dean of Libraries, **University of Alabama, POB S, Tuscaloosa, AL 35487-9784.** The University of Alabama is an equal-opportunity, affirmative-action employer.

Assistant reference librarian. *Primary responsibilities include:* providing reference desk service, coordinating interlibrary loan activities, participating in all bibliographic instruction including teaching a one-credit course, and performing database searches. Some weekend and evening hours. *QUALIFICATIONS:* MLS from ALA-accredited school; thorough knowledge of interlibrary loan and reference sources and services; ability to communicate effectively with students, faculty, and staff; reference and OCLC/ILL experience preferred. Entry-level applicants will be considered. Salary: $18,500 minimum. Vacation and holidays: approximately 6 weeks. Must meet College of Charleston requirements for promotion and tenure. 12-mo. appointment with faculty status and responsibilities. **Apply with resume and names of 3 references by Dec. 31** to: David Cohen, Director of Libraries, **Robert Scott Small Library, College of Charleston, Charleston, SC 29424.** EOE.

Assistant serials librarian. (Search extended.) The Dartmouth College Library is seeking qualified applicants for the position of assistant serials librarian. The assistant serials librarian reports to the serials librarian and is responsible for supervising the bibliographic control activities of the department in a technically sophisticated environment utilizing the Dartmouth online catalog, RLIN, and OCLC. The assistant serials librarian assists in the planning, development, and implementation of serials control policies and procedures; coordinates bibliographic control activities for serials throughout technical services areas; provides administrative assistance to the department head; contributes to the planning and management of the department and bibliographic control; participates in the selection, training, supervision, and evaluation of staff; contributes to the implementation and continuing development of computer technology for the department. *QUALIFICATIONS:* MLS from an ALA-accredited library school; minimum of 3 yrs.' experience in an academic or research library, some of which must have been in serials cataloging or acquisitions; familiarity with AACR2; experience with RLIN or another automated system; user-oriented philosophy; effective communication and interpersonal skills. Previous experience with an automated serials control system is highly desirable. Salary and rank commensurate with experience and qualifications. Normal hiring range: $18,500–$25,000. TIAA/CREF, excellent fringes. **Applications will be reviewed beginning Jan. 5, 1987.** Please send resume to: Phyllis E. Jaynes, Director of User Services, **Dartmouth College, 115 Baker Library, Hanover, NH 03755.** Dartmouth College is an AA, EEO, M/F employer.

Associate Librarian II/nonbibliographic searching project coordinator. Under the direction of the associate director for public services, conducts a 2-year special project to develop and implement a division service (including a broad range of subjects beyond science) providing user access to nonbibliographic databases; involves resource identification, reference staff awareness development, user promotion, and evaluation. Searches machine-readable databases, provides library orientation and instruction programs. Provides reference services in the fields of engineering, physical sciences, computer science, and the U.S. patent collection. At the end of 2 years the nature of the position may be changed. *QUALIFICATIONS required:* MLS from ALA-accredited program. One yr.'s minimum professional library experience. Experience with online database searching and specifically with using nonbibliographic database(s). Demonstrated ability to effectively communicate; strong public service orientation; reference experience; demonstrated abilities to plan and implement a new service program. *Preferred:* experience with teaching or user instruction. Salary: $21,428 minimum. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Jan. 31, 1987,** to: Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** AA, EOE.

Bibliographic instruction coordinator. (Search extended.) Under the direction of the head of reference, plans, coordinates, and evaluates the library's bibliographic instruction program. In addition, works with 8 reference librarians in providing general reference service and freshman library orientation. Other responsibilities include reference consultation service, online searching, bibliographic instruction, and collection development in the subject areas of history, language, and political science. *QUALIFICATIONS:* ALA-MLS, 2 yrs.' successful public service experience required. Demonstrated ability to plan, develop, coordinate, and evaluate bibliographic instruction program; excellent oral and written communication skills; and ability to work effectively with the public and coworkers highly desirable. Experience in online searching and microcomputer application and experience in media design and production desirable. Master's in relevant subject field preferable. Faculty-status, tenure-track appointment, and good benefits. Salary range: $19,000–$25,000. The Robert Muldrow Cooper Library is an important research support facility with a collection of 13,500 serial titles and 1.26 million volumes. The staff includes 23 librarians and 60 support staff. **Candidates applying by Jan. 19, 1987, will receive first consideration.** Send letter of application with resume and names, addresses, and telephone numbers of 3 references to: Myra Armistead, Chair, Bibliographic Instruction

Coordinator Search Committee, **Robert Muldrow Cooper Library, Clemson University, Clemson, SC 29634-3001.** An EEO, AA employer.

Bibliographic instruction librarian, full-time (9 mos.), tenure-track, beginning Aug. 15, 1987. ALA-MLS, 2nd master's required for tenure. Experience in reference-computer applications; science interest and academic library experience helpful. Salary in low $20s. **Deadline: Jan. 15, 1987.** Send application, resume, transcripts, and 3 current references to: Michael Haeuser, Head Librarian, **Gustavus Adolphus College, St. Peter, MN 56082.**

Bibliographic instruction librarian. Gallaudet University is seeking a bibliographic instruction librarian to develop, implement, and evaluate a comprehensive bibliographic instruction program for the university community (including undergraduate students, graduate students, faculty, and staff) and to integrate library-sponsored instruction programs into the flow of university instruction. The bibliographic instruction librarian will also coordinate library publications and share in online search responsibilities and the staffing of the reference desk. *REQUIREMENTS:* master's degree in library science from an ALA-accredited institution, experience in bibliographic instruction, excellent interpersonal skills and excellent English-language skills, skill in sign language or willingness to learn and demonstrate competence. Gallaudet University provides extensive, free sign-language training during the workday as needed. Gallaudet University, located in the heart of Washington, D.C., is the only university for the deaf in the world. As a unique institution offering degrees from the bachelor's to the doctorate, Gallaudet boasts the most comprehensive library collection on deafness in existence. Gallaudet's approximately 2,000 students come from across the U.S. and from abroad and represent a mixture of backgrounds and interests. Salary: $25,320 minimum plus excellent benefits. **Review of applications will begin on Jan. 15, 1987.** Send letter of application and resume to: **Gallaudet University, Personnel Office, 800 Florida Ave. NE, College Hall, Rm. 7, Washington, DC 20002.** Equal-opportunity employer, M/F.

Bibliographer–Romance languages and literatures, the University of Chicago Library. The University of Chicago is seeking a librarian with advanced training in Romance languages and literatures to manage collection development and provide subject reference services. The bibliographer for Romance languages and literatures reports to the associate director for public services. Duties include selection of monographic and serial material; evaluation, maintenance, and preservation of existing collections through addition, repair, replacement, or withdrawal of items; the cultivation of communications with faculty and students to be responsive to needs, changes, and developments in the discipline; and the provision of specialized reference service and advanced bibliographic instruction. Candidates with graduate degrees from an accredited library school and in a Romance language and literature, and prior experience in a research library will be given preference. Good reading knowledge of French, Italian, and Spanish required; working knowledge of Portuguese and German preferred. Some familiarity with other Western European languages desirable. Salary range begins at $21,000 per year. Appointment salary will be determined based on experience and qualifications. Benefits include contributory retirement plan, health and life insurance, 22 days' vacation per year, 6 university holidays and 5 personal holidays per year, 10 days' sick leave per year, and tuition remission plan for both college-age and younger children. Letters of application should include a curriculum vita and the names, addresses, and telephone numbers of 3 references. **Receipt of application before Jan. 9, 1987, will assure consideration.** Please submit nominations or application to: Search Committee for Romance Bibliographer, **c/o Personnel Office, University of Chicago Library, 1100 E. 57th St., Chicago, IL 60637.** The University of Chicago is an equal-opportunity employer.

Moody Memorial Library
Baylor University
Waco, Tex.

3 POSITIONS AVAILABLE immediately: 1) **assistant librarian;** 2) **documents librarian;** and 3) **reference librarian with science emphasis.** Baylor University is a privately supported, denominational university with 11,500 students and faculty-student ratio of 1 to 20, located in Waco, Tex., a city of about 104,000, halfway between Dallas and Austin on I-35. Excellent fringe benefits include retirement, health, dental, 20 days' vacation. Faculty rank and status, tenure track. **Preference given to applications received before Dec. 31.** Send letter of application, resume, and names and telephone numbers of 3 current references to appropriate search committee chair. An equal-opportunity employer.

1) **Assistant librarian,** Moody Memorial Library. Major responsibilities: participate with librarian in the planning, implementation, and coordination of library services provided by the central library; acts as library administrator in absence of librarian; manages personnel activities pertaining to nonfaculty positions; oversees maintenance of physical plant; works with librarian in preparation and implementation of budget. *QUALIFICATIONS:* ALA-accredited master's with 3 yrs.' progressively responsible experience, preferably academic, 1–2 yrs. in a supervisory position preferred; effective communication and interpersonal skills; managerial experience; library automation experience preferred. Position available at Instructor or Assistant Professor level, dependent on experience and qualifications. *SALARY:* minimum at Instructor level, $21,600 for 12 mos. Correspond with: **Margaret Hughes, Chair, Assistant Librarian Search Committee, Moody Memorial Library, Baylor University, Box 6307, Waco, TX 76706-0307.**

2) **Documents librarian,** Moody Memorial Library. Seeking service-oriented, enthusiastic, energetic librarian to manage a partial depository of 900,000 federal documents (print and microforms) and USGS, DMA, and PAIGH maps. Supervises 3 support staff and 2.5 FTE student assistants. Provides documents reference service (including DIALOG searching) and extensive bibliographic instruction. *QUALIFICATIONS:* ALA-accredited master's with minimum of 3 yrs.' professional documents experience; proven leadership ability; good public relations and communication skills. *SALARY:* minimum $22,200 for 12 mos., Assistant Professor level. Correspond with: **Avery T. Sharp, Chair, Documents Librarian Search Committee, Moody Memorial Library, Baylor University, Box 6307, Waco, TX 76706-0307.**

3) **Reference librarian, science emphasis,** Moody Memorial Library. Seeking to fill a new position with an experienced reference librarian with strengths in science information. Centralized reference department has 6 professionals. Major responsibilities: general reference service including desk coverage (with regular evening and weekend hours). Database searching and bibliographic instruction; supervision and training of reference desk students; supervision of microform service. *QUALIFICATIONS:* ALA-accredited master's with 2 yrs.' professional reference experience; supervisory experience; experience with bibliographic instruction; demonstrated aptitude for working with machines; ability to communicate effectively. *DESIRED QUALIFICATIONS:* strong academic background in science or experience in using science materials in public service; knowledge of database searching. Position available at Instructor or Assistant Professor level, dependent upon experience and qualifications. *SALARY:* minimum at Instructor level, $20,400 for 12 mos. Correspond with: **Janet Sheets, Chair, Reference Librarian Search Committee, Moody Memorial Library, Baylor University, Box 6307, Waco, TX 76706-0307.**

Catalog librarian at Brown University Library. Responsible for original cataloging of monographic materials in the general humanities, with an emphasis on the areas of art history, history, and Romance literature. *REQUIREMENTS:* an MLS degree from an ALA-accredited library school; knowledge of AACR2, MARC tagging, LC cataloging practices; reading knowledge of German and one Romance language; 2 yrs.' professional cataloging experience; academic background or relevant experience in the humanities, preferably in art history and/or Romance literature. Hiring range: $21,000–$24,200, based upon experience. **In order to insure consideration, please send letter of application, resume, and names of 3 references by Jan. 31, 1987,** to: Norma Beach, **Personnel Office, Brown University, Providence, RI 02912.** An equal-opportunity, affirmative-action employer.

Catalog librarian. Performs original cataloging for monographs and serials to be input into the OCLC database. Catalogs special format materials, including audiovisual materials, sound recordings, computer software, films, and video recordings. Assigns subject headings to locally cataloged doctoral dissertations. Assigns call numbers, LC subject headings, and NLM subject headings to difficult member copy as required. Performs authority control work for bibliographic records and creates local authority records. Coordinates postcataloging authority work (name, series, and subject), precatalog searching, and backlog control. Reviews new series records established by the library. Assists in training new library assistants. Assists in revising the work of library assistants, clerks, and students, and provides input into evaluations. Prepares policies and procedures as assigned. Reports to the head of the records generation section in the bibliographic control department. *QUALIFICATIONS preferred:* working experience with MARC format and OCLC or a comparable bibliographic utility; experience with AACR2, LCSH, LC classification, and MeSH; experience in a large or medium-sized academic library cataloging department; reading knowledge of a major European foreign language; background in the physical sciences; excellent written and oral communication skills; good interpersonal abilities; strong organizational and analytical skills; interest in professional activities and ability to meet requirements for faculty advancement; sensitivity to the concerns of a research library; ability to work well indepen-

Yale University Library
Beinecke Rare Book and Manuscript Library
Curator of Early Books and Manuscripts
Curator of Modern Books and Manuscripts

The Beinecke Rare Book and Manuscript Library, in reorganizing curatorial responsibilities for its general collection, will make 2 new appointments: a curator of early books and manuscripts and a curator of modern books and manuscripts. Curatorial responsibilities include overseeing the growth, organization, interpretation, and conservation of the collection. Responding to new opportunities as well as to traditional strengths, each curator formulates collection development policies and selects a broad range of materials. The curator also works with the cataloging, conservation, and preservation units of the library to meet needs in those areas, provides specialized reference and coordinates routine reference service for the collection, and interprets the collection's holdings for a broad public through exhibitions and special programs. In addition, the curator participates in policy decisions and planning at the Beinecke Library and may be assigned special librarywide projects.

QUALIFICATIONS FOR CURATOR OF EARLY BOOKS AND MANUSCRIPTS: PhD in Renaissance or Medieval studies, classics, or related field; or equivalent depth of knowledge. Proficiency in Latin and one or more modern European languages. *QUALIFICATIONS: CURATOR OF MODERN BOOKS AND MANUSCRIPTS:* PhD in literature, history, or other appropriate fields; or equivalent depth of knowledge. Proficiency in one or more modern European languages. *QUALIFICATIONS FOR BOTH POSITIONS:* ALA-accredited MLS desirable. Evidence of bibliographical and scholarly accomplishment and knowledge of trends in scholarship. Several yrs.' relevant professional experience. Ability to plan and execute effective programs and to manage diverse collection activities. Commitment to organizational and technological change. Excellent interpersonal and communication skills.

SALARY AND BENEFITS: salary and rank commensurate with qualifications; not less than $23,500. Benefits include 22 days' vacation; 16 holiday, recess, and personal days; comprehensive health care; TIAA/CREF or Yale retirement; and relocation assistance.

To be assured of consideration for one of these positions, submit letter of application, resume, and the names of 3 references by Feb. 1, 1987, to: **Linda Green, Assistant Personnel Librarian, Yale University Library, 1603A Yale Station, New Haven, CT 06520.**

An EEO, AA employer

dently. ALA-accredited MLS required. *ENVIRONMENT:* University Library Services, located in Richmond, is a research library serving 20,000 students on the academic and medical campuses of Virginia Commonwealth University. VCU uses OCLC for cataloging and DataPhase ALIS II for bibliographic maintenance, acquisitions, and the online catalog. The database currently contains over 425,000 records, with 30,000 records added per year. Material expenditures for 1985/86 are $2.2 million. Salary: $18,500 minimum. **Deadline: Jan. 9, 1987,** or until a suitable applicant is found. *APPLICATION:* submit resume and the names and phone numbers of 3 current references to: Arnold Hirshon, Associate Director for Technical Services and Automation, **Cabell Library, Virginia Commonwealth University, VCU Box 2033, Richmond, VA 23284.** Virginia Commonwealth University is an equal-opportunity, affirmative-action employer. Minorities and women are encouraged to apply.

Catalog librarian (search reopened). Performs original and adaptive cataloging according to AACR2, OCLC, and LC standards; creates and maintains records in card and online files; participates in formulating cataloging policies and procedures; assists with training personnel; maintains local OCLC documentation and terminal operations. *QUALIFICATIONS:* MLS from an ALA-accredited library school; academic library cataloging experience with AACR2 and LC classification desirable; knowledge of OCLC and other automated systems desirable; working knowledge of a Western foreign language, preferably German. Minimum salary $18,336. **Send letter of application, resume, and 3 letters of reference by Jan. 16, 1987,** to: **Personnel Office, Box 1184, Washington University, St. Louis, MO 63130.** Washington University is an equal-opportunity, affirmative-action employer.

Cataloger of architectural drawings, Avery Architectural and Fine Arts Library Videodisk Project. This position provides original cataloging for architectural drawings; trains 3–5 support staff in cataloging architectural drawings, bibliographic searching, and inputting tasks, and provides them with professional assistance and general supervision; assists in coordinating implementation of the visual materials format with RLIN and the technical services units of the Columbia University Libraries; writes, revises, and updates manuals and documentation as necessary; works with staff involved in physical preparation and photography of the drawings to coordinate and maintain workflow; assists in communicating the goals and achievements of the videodisk project to the library public and the scholarly community; and performs related administrative duties. In addition to an accredited MLS, requirements are a thorough knowledge of AACR2 and LC's MARC format as demonstrated by a minimum of 2 yrs.' cataloging experience with each, and proven ability to coordinate workflow and to train and supervise staff. Preference will be given to candidates with background in architecture or architectural history and reading knowledge of 2 modern Western European languages. This position is temporary, for 2 yrs. Salary ranges are: Librarian I, $22,000–$28,600; Librarian II, $24,000–$32,400. Excellent benefits include housing assistance and tuition exemption for self and family. **Deadline for applications is Dec. 31.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Cataloger, special collections, Morris Library, Southern Illinois University–Carbondale. Assistant Professor, tenure-track, 12-mo. continuing appointment. Work with rare books librarian, curator of manuscripts, and university archivist. Responsible for catalog/database entries for manuscripts archives as well as rare books. Qualifications: MLS/MALS from ALA-accredited library science program with some specialization in literature, history, or philosophy. Knowledge of OCLC and AACR2. Additional training/experience in rare books librarianship, or manuscripts, or archives administration. Prefer foreign (European) language facility and a 2nd master's degree. Salary negotiable depending on qualifications and experience. $19,200 entry. **After Dec. 15, applications considered until position filled.** Available early 1987. To apply: resume and names of 3 references to: David Koch, Curator of Special Collections, **Morris Library, SIU-C, Carbondale, IL 62901; 618-453-2516.**

Cataloging librarian. Original and OCLC copy cataloging of monographs, serials, audiovisual materials, sound recordings, music, and microforms. Supervision and training of 2 or more student assistants. Occasional reference service. Reports to head cataloging librarian. Cataloging department consists of 2 professionals, 2.5 nonprofessionals, and several student assistants. *REQUIRED:* ALA-accredited MLS; experience and proficiency in cataloging using OCLC or other bibliographic utility, AACR2, LC subject headings, and LC classification; initiative, and good interpersonal skills. *DESIRED:* professional cataloging experience in an academic library; experience with an automated local library system. *SALARY:* minimum $22,000 depending on qualifications. Nontenured faculty status. Annual appointment for 12 mos. Blue Cross–Blue Shield, state or TIAA/CREF paid retirement. Radford University is a comprehensive, state-supported university with an enrollment of 7,600 located 40 miles west of Roanoke, between the Blue Ridge and Alleghany Mountains. **Please send letter of application, resume, and names, addresses, and telephone numbers of 3 current references postmarked no later than Dec. 19** to: Ed Huber, Library Director, **McConnell Library, Radford University, Radford, VA 24142.** Radford University does not discriminate on the basis of handicap, race, national origin, sex, or age. Inquiries may be directed to the Equal Opportunity Programs Office in Preston Hall **(703-831-5420).**

Cataloging librarian. Position reopened. Cataloging librarian sought by Northern Montana College. *QUALIFICATIONS required:* ALA-accredited MLS degree, competence in original cataloging, reference, library-use instruction, and online experience with Western Library Network systems. 12-mo. appointment, Librarian II, grade 13, step 1; starting salary $18,159, 6-month increase to $19,625. Applications accepted until the position fills. **Screening begins Dec. 15.** Send resume, letter of interest, and the names of 3 references to: Jerry Wayne Brown, Vice President for Academic Affairs, **Northern Montana College, Havre, MT 59501.** AA, EOE.

Cataloging librarian. Under the general direction of the head of bibliographic control, to catalog library materials, primarily nonbook material. ALA-accredited MLS required. Cataloging experience with OCLC desired but not required. Annual salary: $17,250+ depending upon experience; excellent fringe benefits. Available immediately. **Deadline: Dec. 31.** Send resume, transcripts (undergraduate and graduate), placement papers, and 2 separate letters of recommendation to: George N. Hartje, Library Director, **Pickler Memorial Library, Northeast Missouri State University, Kirksville, MO 63501-0828.** EOE, AA.

Collection development/reference librarian (Chinese), C. V. Starr East Asian Library. This position has primary responsibility for collection management and reference services for the Chinese research and instructional collection, which contains over 250,000 volumes. Collection management responsibilities include selecting and deselecting material according to curricular and research needs of faculty and students; participation in making and evaluating collection development policies; implementing preservation and conservation policies; caring for rare books; and planning for future collection development programs in conjunction with systemwide policies, external networks, and consortia. The incumbent will also share reference services

responsibilities with other librarians. Qualifications are an accredited MLS or master's degree in East Asian studies; fluency in oral and written Chinese and good communication skills in English; up-to-date knowledge of traditional Chinese subject areas and recent cultural and business changes in China; familiarity with Chinese reference tools and new bibliographic techniques; knowledge of RLIN and other online systems; excellent organizational and interpersonal skills; and ability to work effectively with faculty and students. Salary ranges are: Librarian I, $22,000–$28,600; Librarian II, $24,000–$32,400. Excellent benefits include assistance with university housing and tuition exemption for self and family. This position is available on or about May 1, 1987. **Deadline for applications is Feb. 15, 1987.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

College archivist/special collections librarian. Dickinson College, founded 1773, seeks a creative, energetic archivist/librarian to assume responsibility for its archives and special collections department housing historic and contemporary records from all divisions of the college plus rare books, photographs, and over 400 manuscript collections. This position involves continuing collection development and preservation, work with the Friends of the Library, provision of direct services to faculty and students through a busy instruction program, liaison with several academic departments, and active participation in the collegial management of the entire library. MA in history and ALA-accredited MLS highly desirable, or advanced degree in history with significant archival experience. Salary: $23,000 or higher depending on qualifications. Full benefit package. Available July 1, 1987. **Closing date: Feb. 1, 1987.** Send letter of application, vita, and 3 letters of recommendation (or university placement file) to: Annette LeClair, Chair, **Department of Library Resources, Dickinson College, Carlisle, PA 17013.** An affirmative-action, equal-opportunity employer. Will conduct some interviews at ALA Midwinter.

Data & information services librarian. Stanford University Libraries seeks an individual to perform a leading role in planning and development of support services for "electronic scholarship" in Stanford University Libraries. Coordinate program of automated services and online database searching. Participate as member of general reference department. MLS or equivalent, knowledge of traditional and innovative reference services including automated information sources, technology and use, experience in database searching required. Associate Librarian ($27,500–$38,300) or Librarian ($31,300–$46,300) rank, depending upon experience/qualifications. **Send letter of application, resume, and names of 3 professional references by Jan. 1, 1987,** to: Irene Yeh, Employment Coordinator, **Stanford University Libraries, Stanford, CA 94305-6004.** Cite #292-AL on all correspondence. An equal-opportunity employer through affirmative action.

Director of library. Position available July 1, 1987. Position has responsibility for the overall operation and management of the university library in 6 primary areas: 1) building collection resources appropriate to the needs and direction of the university; 2) administering library budget; 3) planning for and implementing library automation and systems; 4) providing long-term planning and evaluation of present services; 5) organizing staff responsibilities; and 6) cooperating with other institutions. *REQUIREMENTS:* a doctorate in a relevant field, ALA-accredited MLS, and library administrative experience. Salary range: $35,990–$48,294 based on qualifications and experience. **Qualified applicants should send their resumes, a copy of their transcripts, and the names and phone numbers of 3 references by Jan. 16, 1987,** to: Francis H. Norton, Chair, Director of the Library Search Committee, **Old Main 308, Shippensburg University, Shippensburg, PA 17257.** Shippensburg University is an equal-opportunity, affirmative-action employer and encourages applications from women and racial minorities.

Reference Services Librarian

Trinity University

San Antonio, Tex.

Trinity University, San Antonio, Tex., invites applications for the position of reference services librarian, a faculty appointment in a rapidly growing university library. Trinity, with 2,350 undergraduate and 350 graduate students, is strongly committed to excellence in the liberal arts and sciences tradition. Scholarly achievement is recognized through Phi Beta Kappa and other national honor societies. Selective admissions, highly qualified faculty, and outstanding teaching programs place Trinity among the excellent liberal arts and sciences universities in the nation. The library has undertaken an accelerated program of collection development; presently the collection has some 550,000 volumes of books and bound periodicals (compared with 300,000 in 1980), plus sizable holdings of government documents, microforms, and nonprint items.

The reference services librarian will report to the head of reference. Primary responsibilities of the position are coordinating general reference services, including scheduling staff at reference desk and responsibility for reference collection development and management; providing reference desk service 10–15 hrs. per week; preparing bibliographic aids and library guides; faculty liaison work with some academic departments (preferably in the humanities and business), including collection development, user education, and computer literature searching.

Qualifications include an appreciation for and commitment to undergraduate liberal arts and sciences education, initiative and creativity, interpersonal skills, the ability to function effectively in a complex organization, strong professional commitment, interest in research and publishing, and an ALA-accredited MLS. In addition, preference will be given to candidates with an academic background (preferably a graduate degree) in language, literature, philosophy, religion, fine arts, or business with relevant library experience, preferably in strong liberal arts and sciences institutions, and to those with a strong interest in and enthusiasm for user education and faculty liaison programs.

Instructor or Assistant Professor rank with faculty status, including tenure-track. Salary minimum $19,500; 12-mo. appointment; TIAA/CREF and usual fringe benefits.

We would prefer to receive applications by Jan. 5, 1987, since we will be interviewing at ALA Midwinter, Jan. 17–20, 1987; but applications will be accepted until Jan. 23, 1987. Send letter of application, detailed resume, placement file if available, and names, addresses, and phone numbers of 3 references to:

Richard Hume Werking
Director of Libraries
Maddux Library
Trinity University
715 Stadium Dr.
San Antonio, TX 78284

Trinity University is an equal-opportunity, affirmative-action employer.
We especially encourage applications from minorities.

East Asian library assistant to support acquisition and cataloging functions. Requires BA degree or equivalent experience, excellent reading and writing knowledge of vernacular Chinese or Japanese, and working knowledge of the other. Prefer experience in a research library, good English communication skills, accurate attention to detail, and keyboarding skills. **Deadline: Jan. 15, 1987.** Salary: $15,326. Send resume to: Sada Crismond, Library Personnel Coordinator, **Alderman Library, University of Virginia, Charlottesville, VA 22903-2498.** An equal-opportunity, affirmative-action employer.

Engineering librarian-bibliographer, the University of Texas at Arlington. Available Feb. 2, 1987. Required: master's degree from an ALA-accredited program; knowledge of science and engineering reference and bibliographic resources; coursework or experience in online database searching. *DESIRABLE:* experience or academic preparation in the sciences or engineering; reading knowledge of a modern foreign language, preferably German or French; strong commitment to public service. Salary: $17,496 minimum, dependent upon qualifications and experience. Benefits include state contribution to health insurance premiums, payment of 88% of Social Security premiums for the first $16,500 of annual salary for a total of $965, and 8.5% of annual salary contributed by the state for optional retirement programs. *LOCATION:* the University of Texas at Arlington is located in the Dallas/Fort Worth metroplex, has a current enrollment of approximately 23,000, and offers 97 degrees, 18 at the PhD level. The University of Texas at Arlington Libraries presently has approximately 1,076,500 items in the collections and a staff of 100. Applications should include a resume and the names and addresses of 3 professional references. **Considerations for the position will begin Jan. 15, 1987.** Applications should be addressed to: Chair, Engineering Librarian-Bibliographer Search Committee, **The University of Texas at Arlington, POB 19497, Arlington, TX 76019.** The University of Texas at Arlington is an equal-opportunity, affirmative-action employer.

Head, history and special collections division in the Biomedical Library, University of California/Los Angeles. *DUTIES:* evaluate and select historical source works in health and life sciences for addition to collection. Maintain effective working relations with antiquarian book dealers and other special collections departments on campus and nationally. Assist in coordinating program for preservation of early and significant materials. Assist readers in effective use of historical materials. Prepare and deliver lectures to classes on use of source works and reference materials. Assist in coordinating UCLA Programs in Medical Classics, a series of lectures on medical history topics featuring classic works owned by the Biomedical Library. Coordinate proces-

Librarian II, Preservation Officer

University of Maryland, College Park

Search Extended

The University of Maryland, College Park, invites nominations and applications for the position of Librarian II, preservation officer. The position is responsible for the planning, implementation, and administration of a comprehensive conservation/preservation program for the UMCP Libraries, encompassing all aspects of materials treatment. The preservation officer will work with a core group of bibliographers and reference librarian selectors. *QUALIFICATIONS required:* MLS from ALA-accredited program and advanced training in book conservation/preservation; or equivalent professional degree and experience in the conservation/preservation field. 4 yrs.' minimum progressively responsible experience in an academic or research library, at least 2 of which must have been at the managerial level. Extensive experience in the treatment of library materials and comprehensive knowledge of preservation issues. Demonstrated ability to plan and carry out a conservation/preservation program, working with both faculty and library staff in the accomplishment thereof. *SALARY:* $28,700 minimum. Salary commensurate with experience. Excellent benefits. **For full consideration, submit resume and names/addresses of 3 references by Dec. 31** to: **Virginia Sojdehei, Personnel Librarian, McKeldin Library, University of Maryland, College Park, MD 20742.**

The University of Maryland is an affirmative-action, equal-opportunity employer.

sing and cataloging of special materials. Interview, select, train, and supervise support personnel. Prepare and justify annual budgets for the division. Participate as a division head in overall Biomedical Library planning. *PREFERRED QUALIFICATIONS INCLUDE:* graduate study at the MA or PhD level in an appropriate academic field, and a working knowledge of major Western European languages are highly desirable. Prior academic library experience in rare book librarianship and familiarity with the history of medicine or other sciences are highly desirable. Salary range: $24,012–$49,656. The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least 3 persons who are knowledgeable about the applicant's qualifications for the position. **Candidates applying by Jan. 5, 1987, will be given first consideration.** Anyone wishing to be considered for this position should write to: Rita Scherrei, Director, Administrative Systems and Personnel Services, **University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.** UCLA is an equal-opportunity, affirmative-action employer. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers.

Head, humanities/social sciences department. Associate Librarian, $29,340–$42,264; or Librarian, $39,456–$54,696. Appointment and salary based on qualifications and experience. Open immediately. Responsible for the activities of the humanities/social sciences department: collection development and maintenance for humanities, social sciences, and administration programs with a resources budget of $879,000. Reference service, online information retrieval, and educational services. Establishes goals and objectives; plans, coordinates, administers, and evaluates the work of the department. Directs and evaluates the performance of 10.9 FTE librarians and 4 FTE support staff. Shares collection development and reference activity. Participates in divisional and library budget preparation, planning, and policy making. Graduate degree in librarianship from an ALA-accredited institution or its equivalent. A substantial record of professional experience, with at least 3 yrs.' supervisory responsibility in a public services unit of a major academic or research library. Substantial experience and demonstrated achievement in collection development activity and reference. Familiarity with instructional programs and online searching as components of departmental program. Demonstrated ability to lead, coordinate, and motivate professional associates within a collegial framework. Demonstrated ability to plan for programmatic and physical change. Excellent writing, speaking, and interpersonal skills required. Undergraduate or graduate training in a humanities discipline preferred. **Applications received by Jan. 15, 1987, will be assured consideration.** Applicants should send letter, resume, and the names and telephone numbers of 4 references to: Jane E. Marshall, Assistant University Librarian, **108 Shields Library, University of California/Davis, Davis, CA 95616; 916-752-2110.** The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Head, monograph processing division, University of Cincinnati. New position. Search reopened. The University of Cincinnati Libraries is seeking applications for the management position of the head, monograph processing division. It will be the responsibility of the person in the position to merge the monograph cataloging operations and bibliographic functions of acquisitions to form the new division. The head will be responsible for the management of the centralized monograph processing services of the University Libraries and for the maintenance of bibliographic and holdings records in the online catalog. The University of Cincinnati Libraries is a member of OCLC and has installed an online catalog (UCLID). The database contains 750,000 records, representing the holdings of the 5 library jurisdictions of the University of Cincinnati. Conversion of holdings is ongoing. The person in the position will have a major role in facilitating the transition from a manual to an online environment. This is an excellent opportunity for the experienced librarian to develop a new organizational reporting structure and workflow. The head, monograph processing, supervises a staff of approximately 30, including 6 librarians, and reports to the associate university librarian for access services. *QUALIFICATIONS:* master's degree in library science from an ALA-accredited program. Demonstrated leadership, management, and human relations skills, and successful supervisory experience. 5 yrs.' progressively responsible professional experience in a large academic or research library, including substantial experience in some area of monograph processing. Some public service experience highly desirable. Demonstrated understanding of contemporary cataloging rules and procedures and their application in an online environment. Experience with OCLC. Ability to communicate clearly, both orally and in writing. Minimum salary: $30,000, depending on qualifications and experience. Available immediately. **Send resume and names of 3 references by Jan. 16, 1987,** to: Sharon Tuffendsam, University Libraries Personnel Officer, **640 Langsam Library, University of Cincinnati, Cincinnati, OH 45221-0033.**

Head of audiovisual services, Widener University, Chester, Pa. Administers the library's audiovisual, nonprint collections and services, acting as liaison with faculty using nonprint materials, representing the library's AV interests in consortia. Participates actively in reference services and collection development. Supervises AV support staff. Reports to library director. *QUALIFICATIONS:* specialized knowledge of the use of nonprint media in academic libraries. Ability to plan for an expansion of audiovisual services. Master's degree from an accredited library program, appropriate extensive professional experience, knowledge of applicable library technology. Advanced education in media, computer applications, additional degrees desirable. Minimum salary: $22,000. 12-mo. appointment initially as Assistant Librarian with library faculty benefits. Position open July 1, 1987. **Send letter of application, resume, and names of 3 references before Jan. 15, 1987,** to: Theresa Taborsky, Director, **Wolfgram Memorial Library, Widener University, Chester, PA 19063.** Contact at ALA Midwinter possible. EO, AA.

Head of reference and resource services, C. V. Starr East Asian Library. Reporting to the East Asian librarian, this position has administrative responsibility for reference and access services, and for assessment, development, and preservation of Columbia's distinctive East Asian collection of over 500,000 volumes, mostly in Chinese, Japanese, and Korean languages. Responsibilities include administering all reference and user services, including bibliographic instruction, database searching, circulation, stack maintenance, and resource-sharing programs; developing new bibliographic tools and materials (print and online); providing direct reference service to library users; coordinating the activities of the 3 collection development/reference librarians in Chinese-, Japanese-, and Korean-language materials; and directly supervising collection development in Western-language materials. The incumbent works closely with East Asian studies students and faculty and cooperates with other library units, external networks, and consortia. Qualifications are an accredited MLS or master's degree in East Asian studies; knowledge of at least one East Asian language and excellent oral and written communication skills in English; familiarity with bibliographic techniques and knowledge of research strategies for East Asian studies; and excellent managerial and interpersonal skills. Demonstrated leadership ability and experience with online searching and innovative bibliographic instruction highly desirable. Salary ranges are: Librarian II, $27,500–$37,125; Librarian III, $30,500–$44,225. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is Feb. 1, 1987.** Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Librarian for public services, Arnulfo L. Oliveira Memorial Library, Texas Southmost College. Texas Southmost College is a junior college located in the beautiful Rio Grande Valley in South Texas. The college has an enrollment of approximately 5,500 students. The following librarian for public services position is available immediately. Texas Southmost College's Arnulfo L. Oliveira Memorial Library serves college, university, and general public. *QUALIFICATIONS:* prefer some successful library experience in academic or public library, including supervisory-level work; master's degree in library science from ALA-accredited institution. Some experience or education in automation helpful. *RESPONSIBILITIES:* under direction of library director, serves as head of reference, interlibrary loan, information retrieval, and bibliographic instruction for college students and public. Works one night/week and one weekend/month. Salary range: from college scale based on education and experience;

$24,913–$31,141 for an 11-mo. contract; 37.5 hrs./week. *EFFECTIVE DATE:* immediately. *APPLICATION DEADLINE:* applications will be accepted until suitable applicant is located. *APPLICATION REQUIREMENTS:* resume, TSC application form, dossier including official transcripts of all college/university work, and 3 current letters of professional references. Mail applications and requirements to: Alfredo C. Zamora, Personnel Officer, **Texas Southmost College, 80 Fort Brown, Brownsville, TX 78520; 512-544-8205.** For further information, contact: Frances Vaughn, Director of Library, at **512-544-8220.** The Board of Trustees of Texas Southmost College reserves the right to reject any and/or all applications for this position. Texas Southmost College is an affirmative-action, equal-opportunity employer, M/F/H.

Librarian. Fresno City College is a 2-year community college and is one of 2 colleges of the State Center Community College District. *MINIMUM QUALIFICATIONS:* possession of or eligibility for a valid full-time California Community College Librarian Credential, master's of library science degree from an accredited institution. *BEGINNING SALARY:* $23,601–$33,257 based on amount of education and experience (plus $827 for earned doctorate). **Filing deadline: Feb. 19, 1987.** Submit all papers to: **Certificated Personnel, State Center Community College District, 1525 E. Weldon Ave., Fresno, CA 93704.** For further information and application materials, telephone **209-226-0720** between the hours of 8 am–5 pm. State Center Community College District is committed to affirmative action. In that spirit we encourage applications from a broad spectrum of qualified individuals, particularly women, members of ethnic minorities, and individuals with disabilities.

Librarian, technical and public services. Dickinson College has an immediate opening for a beginning librarian with training or experience in both technical and public services. This challenging position will require work in cataloging and reference as well as participation in bibliographic instruction, liaison with academic departments, and collegial management in the context of a liberal arts educational program. ALA-accredited MLS and 2nd master's in the liberal arts required. Minimum salary $22,000–$24,000. Available immediately; **final closing date Feb. 1, 1987.** Send letter of application, vita, and 3 letters of recommendation to: Annette LeClair, Chair, **Department of Library Resources, Dickinson College, Carlisle, PA 17013.** Will interview at ALA Midwinter. An affirmative-action, equal-opportunity employer.

Library director. To develop the library as the intellectual center of the campus, Wittenberg University seeks a director with: a commitment to building a program and collection appropriate to an undergraduate liberal arts college; a desire to work closely with faculty and students in their scholarly pursuits while providing creative direction and coordination for the library staff; an interest in applying new technologies within the traditional functions of a library. Wittenberg University, located in Springfield, Ohio, and related to the Lutheran Church in America, is a selective, undergraduate, liberal arts college with approximately 2,150 students. The library collection includes over 285,000 volumes and in excess of 1,000 periodicals. These are housed in a contemporary facility opened in the last 5 years. Staff of the library includes 6 professional-level positions. The director reports to the provost. *QUALIFICATIONS:* professional degree in library science required; degree in a liberal arts discipline desirable; professional standing as evidenced by publications, involvement in professional organizations, or other activities required, plus breadth of experience, preferably some in a liberal arts college. Candidates should have a demonstrated leadership ability, experience in planning and budgeting, knowledge of developing trends in technology, skill in communicating with constituencies, breadth of intellectual and cultural interests, and a capacity for growth. Faculty rank and salary commensurate with qualifications. (Range: $33,000–$40,000.) **Candidates should send a letter of application, current vita, and names and addresses of 3 references by Jan. 9, 1987,** to: William M. Wiebenga, Provost, **Wittenberg University, POB 720, Springfield, OH 45501.** Wittenberg is an equal-opportunity, affirmative-action employer.

University of Northern Colorado
Director of Libraries

The director is the chief administrator of libraries and the Educational Materials Services, and a member of the University Cabinet, and reports to the vice president for academic affairs.

QUALIFICATIONS: required is an MLS from an ALA-accredited institution and an advanced degree in an academic or professional discipline; possession of a record of successful innovation; and demonstrated knowledge and/or experience in public and technical services, new technologies, and communication skills. Academic library administrative experience is required, minimum 5 yrs. preferred. Nonadministrative professional library experience also is required, minimum 2 yrs. preferred. Candidates also should have held progressively more responsible administrative positions in an academic or research library and demonstrated evidence of continuing commitment to scholarly publication and professional development. Full position description is available on request.

12-mo. salary—$43,000 minimum, depending on qualifications and experience.

Position available July 1, 1987. **Applications accepted until Jan. 16, 1987.** Send applications, resume, and names/addresses/phone numbers of 3 references to:

Ron Edgerton, Chair
Director of Libraries Search Committee
c/o Academic Affairs
University of Northern Colorado
Greeley, CO 80631

The university is an AA, EO employer.

Library director, University of Arkansas at Little Rock. Position reports to the vice chancellor/provost. Requirements are an ALA-accredited MLS plus an additional advanced degree (preferably the doctorate); familiarity with a broad range of library functions gained through professional advancement; academic or research library administrative experience; strong leadership, management, and communication skills; knowledge of OCLC and other automated systems; and a strong commitment to service. Position available summer 1987. Tenure track with faculty rank and benefits. Salary range: $45,000–$60,000. **Send curriculum vita and names with telephone numbers of 3 references by Feb. 15, 1987,** to: James Parins, Chair, Library Director Search Committee, **Ottenheimer Library, University of Arkansas at Little Rock, Little Rock, AR 72204.** The University of Arkansas at Little Rock is an affirmative-action, equal-opportunity employer and actively seeks the candidacy of minorities and women.

Library graduate assistants. Mankato State University is seeking individuals who possess an MLS or MA in library science and who wish to work on a subject master's degree while gaining valuable professional experience in an academic library. MSU offers master's degrees in over 60 academic disciplines. Graduate assistantships are internships in the discipline—in this case, 2 disciplines—library science and the subject discipline of your choice. Graduate assistants supervise student workers and perform other professional services in the public and technical services of the library. Public service positions include reference, government publications, online database searching, interlibrary loan (MINITEX and OCLC), educational resource center, media production, circulation, maps, periodicals, and bibliographic instruction. Positions in the technical services include acquisitions, cataloging, library research, and system analysis. Successful candidates must show evidence of demonstrable working experience in one of the areas listed. Appointments may be made for a portion of the academic or calendar year. A full assistantship averages 20 hours of work and pays $148 per week. A total of $7,000 can be earned per annum. Additionally, graduate assistants qualify for in-state tuition and for one-half tuition remission of 6–12 graduate credits per quarter. Mankato State University Library, a dynamic information center for over 14,000 students and local resident users, has a staff of 25 librarians, 24 classified, 20 graduate assistants, and over 250 student workers. Memorial Library is the home of the PALS automated system, a nationally known integrated library system featuring an online catalog, a circulation system, and an interlibrary loan module, with serials and acquisitions modules under development. A letter of application outlining your experiences in an academic library, your resume, and the names and telephone numbers of 3 current references should be sent to: Thomas M. Peischl, Dean of the Library, **Mankato State University, Box 19, Mankato, MN 56001; 507-389-5953.**

Library specialist, Latin American library services unit, University of Illinois Library at Urbana-Champaign. Under the general direction of the head of the Latin American library services unit, position has responsibilities in cataloging, collection development, and reference services. *RESPONSIBILITIES INCLUDE:* original cataloging (and authority work) of Latin American materials in the social sciences and humanities; selection of materials in all relevant languages to support instruction and research in Latin American and Caribbean studies; provision of reference services and research assistance in areas of collection responsibility. Also acts as a resource for other university library departments and collections in the identification and processing of Latin American and Caribbean materials. *REQUIRED QUALIFICATIONS:* MLS from ALA-accredited school or equivalent. Excellent knowledge of Spanish. Evidence of ability to meet university standards of research, publication, and professional service for promotion and tenure. *PREFERRED QUALIFICATIONS:* degree in areas associated with Latin America and the Caribbean. *DESIRED QUALIFICATIONS:* working knowledge of Portuguese and/or French. Familiarity with AACR2, LC subject headings, and Dewey Decimal Classification system. Library experience with Latin American and

Caribbean materials. Salary $20,000 upward; appointment at Assistant Professor level. **Application/nomination deadline is Jan. 30, 1987.** Send letter of application and complete resume with names, addresses, and telephone numbers of 5 references to: Nelly S. Gonzalez, Chair, Search Committee, **c/o Library Personnel Office, 127 Library, University of Illinois Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-2786.** AA, EEO employer.

Manager, automated cataloging. (Search reopened.) Manages program of 8 FTE support staff responsible for preorder searching and verification, copy cataloging, OCLC input, and all departmental OCLC-related activities. Requires master's degree from an ALA-accredited library school, minimum of 2 yrs.' professional cataloging experience, knowledge of MARC formats, LCSH, LC classification, AACR2, and automated cataloging systems. Supervisory experience preferred. Excellent oral and written communication skills and ability to interact effectively with all levels of staff essential. Salary in lower $20s, depending on qualifications and experience. Excellent benefits package; choice of retirement programs; no state or local income tax. The University of Houston Libraries holdings exceed 1.4 million volumes, with a current materials budget of $2.6 million. Total staff exceeds 250. The library is a member of ARL. **Applications will be accepted until Jan. 31, 1987,** or until position is filled. Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Preliminary interviews at ALA Midwinter may be arranged. Equal-opportunity employer.

Monographs department head (new position). Administer department of 3 professional and 6 support staff responsible for the purchase of monographs, the approval plan, original cataloging of monographs and media, catalog filing, bibliographic holding records, and gifts; coordinate collection development activities and monitor fund allocations; assist in planning for online catalog. *QUALIFICATIONS:* MLS from an ALA-accredited school; 5 or more yrs. in cataloging or acquisitions, including experience with acquisitions of monographs and automated cataloging systems (preferably OCLC); 2 or more yrs.' supervisory experience. Faculty rank and status, 12-mo. contract, tenure-track with liberal fringe benefits. Salary about $30,000 depending upon qualifications. **Send resume and names of at least 3 references before Jan. 15, 1987,** to: Alan D. Hogan, Chair of Search Committee, **William S. Carlson Library, University of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

Physics/astronomy librarian, University of Illinois Library at Urbana-Champaign. **Search deadline has been extended to Jan. 16, 1987.** $25,000 upward at Assistant Professor level; $28,000 upward at Associate Professor level. Complete job description mailed upon request. (See also full ad in *AL,* Oct., p. 690.) Contact: Allen G. Dries, Library Personnel Manager, **University of Illinois Library, 127 Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Psychology reference librarian and selector, University of Florida. (Search reopened.) *RESPONSIBILITIES:* plans, develops, evaluates, and manages research and reference psychology materials and coordinates selection activities with other selectors and specialists; reviews psychology collections for deselection, storage, and preservation decisions; provides specialized reference assistance, online searching, and bibliographic instruction in psychology; provides general reference assistance. *REQUIREMENTS:* ALA-accredited MLS; academic background in psychology/behavioral sciences; knowledge of computer-assisted reference and collection development principles/practices; excellent communications, interpersonal, and instructional skills; a strong, continuing interest in the literature of psychology. *PREFERRED:* advanced coursework in psychology/behavioral sciences and 2 yrs.' professional academic library experience in reference and/or collection development. Rank and starting salary: Assistant Librarian, $18,300 minimum; Associate Librarian, $22,056 minimum. Benefits: 12-mo., tenure-track appointment with faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state/local personal income tax. **Send letter of application with resume and names, addresses, and phone numbers of 3 professional references by Jan. 26, 1987,** to: Lynn Badger, Library Personnel Officer, **212 Library West, University of Florida, Gainesville, FL 32611.** An AA, EO employer.

Berkeley

Humanities Librarian

Manage and develop English-language humanities collections and serve as library liaison with faculty and graduate students. Select current and retrospective materials, provide reference service and bibliographic instruction to users of the English-language collections. Participate in and initiate library instructional and orientation programs.

Requires MLS degree and graduate work (advanced degree desirable) in a humanities discipline with strong background in English or American literature; collection development and general reference desk experience in a medium to large academic research library; knowledge of recent advances in literary scholarship and current developments in research libraries. Experience in bibliographic instruction, and experience with automated systems of bibliographic retrieval desirable.

Full job description on request. Appointment salary range: $29,340–$34,452 per annum. Open until filled; **candidates applying by Jan. 5, 1987, will be given first consideration.** Send resume, including names and addresses of 3 professional references to:

William E. Wenz
Rm. 447 General Library
University of California
Berkeley, CA 94720

EEO employer

Reference librarian, business emphasis. The University of Chicago is seeking a reference librarian with business training for the position of assistant reference librarian. The position assists users seeking library materials and information through the business/economics and general reference departments of the Regenstein Library; provides reference services primarily for business and economics, government documents, and associated subjects of the social sciences; conducts database searches in business and economics and in other subjects of the social sciences. Has responsibility for the maintenance of the business and economic reference collections. Graduate degree from an accredited library school required. Graduate or undergraduate degree in a social science subject with courses in economics preferred. Graduate degree in economics or business desirable. Working knowledge of at least one of the major Western European languages required. Knowledge of bibliographic terms in several languages desirable. Good oral and written communication skills required. Ability to work quickly, accurately, tactfully, and cooperatively in a demanding reference position essential. Salary range begins at $17,500 per year. Appointment salary will be determined based on experience and qualifications. Letter of application should include a curriculum vita and the names, addresses, and telephone numbers of 3 references. Applications are now being considered. Please submit applications to: Howard Dillon, Chair, Search Committee, **University of Chicago Library, 1100 E. 57th St., Chicago, IL 60637.** Telephone inquiries will be received at **312-962-8746.** The University of Chicago is an equal-opportunity employer.

Reference librarian. Entry-level position. Reports to head of reference services. *MAJOR RESPONSIBILITIES:* reference consultation; preparation of bibliographies; online searching; user education. *QUALIFICATIONS:* MLS from ALA-accredited school; academic library experience preferred; online experience/coursework desirable; social science/business background preferred; enthusiasm and ability to deal with people essential; strong oral and written communication skills required. Approximate hours: Sunday through Thursday, 1 pm–9 pm. 12-mo. appointment with faculty status. Salary $19,000 range. Position available Jan. 15, 1987. **Applications including curriculum vita and 3 letters of reference accepted until Jan. 1, 1987.** Applications should be addressed to: Mary Lee Sweat, University Librarian, **Loyola University, Box 104, 6363 St. Charles Ave., New Orleans, LA 70118.** An equal-opportunity, affirmative-action, M/F employer.

Reference librarian, Pennsylvania State University. The Pennsylvania State University–Altoona Campus seeks a reference librarian for general reference, bibliographic instruction, online searching, and collection development responsibilities. The reference librarian reports to the head librarian and works with a staff of 2–3 part-time reference librarians. 12-mo., faculty position. The Altoona Campus, located in central Pennsylvania in the city of Altoona (population 60,000), offers undergraduate and associate degree programs in almost all fields. Enrollment is approximately 2,000. *REQUIREMENTS:* ALA-accredited MLS; educational background in physical or social sciences or technology at the undergraduate or graduate level; 2nd advanced degree desirable. Salary dependent upon qualifications, $20,000 minimum. Fringe benefits; liberal vacations; excellent insurances; state or TIAA/CREF retirement option; educational privilege. Available immediately. **Application deadline: Jan. 16, 1987,** or until suitable candidate is found. To apply, send letter, resume, and names of 3 references to: Nancy Slaybaugh, **E505 Pattee Library, Box ALR-LDS, Pennsylvania State University, University Park, PA 16802.** Equal-opportunity, affirmative-action employer.

Reference librarian. This assistant reference librarian position is responsible for professional reference service evenings and weekends in a busy urban university library with a diverse clientele. Database searching, library-user instruction, collection development are other dimensions of this position. Faculty rank and status, 12-mo. contract, tenure-track with liberal fringe benefits. Salary is $20,000 depending upon qualifications. We are seeking an experienced reference librarian (1–2 yrs.) with an ALA-accredited MLS or appropriate advanced degree. Experience in database searching is desirable. **Send resume and names of at least 3 references before Jan. 20, 1987,** to: Kathleen Voigt, Chair of Search Committee, **William S. Carlson Library, University of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

Reference librarian. Under the general direction of head reference librarian, to use formal and informal skills in library instruction, teaching basic course in use of library, to perform

database searching as well as customary reference services to a student body of 6,500. ALA-accredited MLS required; reference experience desirable but not required. Annual salary $17,250+ depending upon experience; excellent fringe benefits. Available immediately. **Deadline: Dec. 31.** Send resume, transcripts (undergraduate and graduate), placement papers, and 2 separate letters of recommendation to: George N. Hartje, Library Director, **Pickler Memorial Library, Northeast Missouri State University, Kirksville, MO 63501-0828.** EOE, AA.

Reference librarian, University of Georgia Libraries. **Entry-level** position. (Salary minimum $17,200.) Recent graduates may have the opportunity to participate in a special staff development program funded by the Council on Library Resources. *DUTIES:* reference librarians in the Science Library are responsible for providing reference, instructional, and referral services and for developing the Science Library collection in assigned areas. Reference duties involve assisting students, faculty, and staff in making effective use of library resources, including government documents and science databases. The Science Library serves the biomedical, agricultural, and physical sciences. The 76,000-sq.-ft. facility has 500,000 volumes and 5,500 current journal subscriptions with a staff of 28. *QUALIFICATIONS:* ALA-accredited MLS; working knowledge of basic reference sources; knowledge of database searching; effective oral and written communication skills; ability to establish and maintain effective working relationships; interest in science literature desired; ability to work with a foreign language desired; strong interest in academic librarianship desired. This position will be filled only if suitable applicants are found. ***APPLICATION PROCEDURE:* send letter of application by Jan. 9, 1987,** including resume and names of 3 references, to: Florence King, Administrative Office, **Main Library, University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Reference librarians: 2 science specialists and **one social science specialist.** The LSU Libraries reference services division has 10 librarians and 10 FTE support staff. The tenure-track professional positions report to the head of reference services. Specific responsibilities include desk service, online searching, bibliographic instruction, and collection development. Each position requires the ALA-accredited MLS; degrees in the appropriate subject areas (pure and applied sciences; a social science discipline) or equivalent library experience. Reference experience preferred but not required. Salary negotiable; $19,000 minimum. Excellent benefits. **Review of applications will begin Feb. 2, 1987.** Send letter of application, resume, & names, addresses, & phone numbers of at least 3 references to: Sharon A. Hogan, Director of Libraries, **Middleton Library, Louisiana State University, Baton Rouge, LA 70803.** LSU is an equal-opportunity university.

Science & technology librarian. Collection development and reference assignments. Liaison with faculty. Service to area business and industry. Online searching. Undergraduate degree in science/technology and MLS from ALA-accredited library school required. 2nd master's in science/technology and at least 2 yrs.' experience in public services in academic library preferred. Salary: Librarian IV, from $23,276; Librarian III, from $28,566, depending on qualifications and experience. Tenure-track, 12-mo. position. Recruitment will remain open until position is filled. Submit letter of application, resume, and names of 3 references to: Judith L. Hunt, University Librarian, **University of Bridgeport, Wahlstrom Library, 126 Park Ave., Bridgeport, CT 06601.** An equal-opportunity employer.

University of West Florida
Director of Libraries

The University of West Florida is seeking a director of libraries to assume office by summer 1987. Applicants should possess the following qualifications: MLS degree from an ALA-accredited program, additional advanced degree preferred; evidence of a continuing commitment to scholarly and professional development; substantial administrative experience with program development, personnel management, and fiscal planning in an academic or research library; experience in planning facility expansion and community outreach programs. The minimum salary for the director of libraries will be $47,500.

The director of libraries is responsible for the maintenance and development of library collections, for direction of librarians and support staff; for service to library patrons; for support of faculty, staff, and student research efforts; and for library automation efforts. The University of West Florida is part of the state university system. The main university library collection is in excess of 500,000 volumes, 700,000 microform pieces, and more than 3,800 periodical subscriptions.

The director of libraries reports to the vice president for academic affairs. **Send resume, letter of application, and names and addresses of 3 references by Dec. 22** to:

O. Ronald Gray, Chair
Search for the Director of Libraries
Office of the Vice President for Academic Affairs
University of West Florida
11000 University Parkway
Pensacola, FL 32514-5750

The search process is subject to provisions of Florida laws relative to open meetings and public records and to Board of Regents' policies promoting equal-employment opportunity.

Serials librarian. San Francisco State University seeks a librarian to assume responsibility for original, adaptive, and copy cataloging of serials including new serial titles, continuations, and added volumes in all formats; for coordination of university theses cataloging, binding, microfiching; and for resolving/coordinating serials issues and cataloging throughout technical services including bibliographic control of serials. May include responsibility for direction/coordination of all bibliographic control aspects of continuations, standing orders, added volumes, and periodicals. Permanent tenure-track position. *APPOINTMENT DATE:* April 1, 1987. *QUALIFICATIONS REQUIRED:* MLS from ALA-accredited institution; minimum of 3 yrs.' experience as a professional of which minimum of 2 yrs. must be in serials with an emphasis on serials cataloging; experience in automated cataloging system such as OCLC; working knowledge and familiarity with AACR2 and LC cataloging practice and authority forms; demonstrated oral and written communication, intergroup, and organizational skills with ability to work effectively with faculty and staff; ability to problem-solve, exercise initiative and judgment, and to be flexible. *PREFERRED:* experience in developing operational procedures, and in training and developing support staff to work in an online cataloging environment; having knowledge of serials cataloging and serials issues to direct and coordinate all bibliographic control aspects of continuations, standing orders, added volumes, periodicals; experience in planning and implementing an online serials processing system. *APPOINTMENT LEVEL:* Senior Assistant or Associate, depending on qualifications. *SALARY RANGE:* $29,640–$45,096. *BENEFITS:* 24 days' vacation; liberal university-paid benefits. **To apply, send letter of application, resume, and names, addresses, and telephone numbers of 3 references by Jan. 15, 1987,** to: Eloise McQuown, Assistant Director, **Library, San Francisco State University, 1630 Holloway Ave., San Francisco, CA 94132.** AAE, EOE.

Social science reference librarian/bibliographer. Responsible for the library's collection development in assigned social science disciplines. Provides service at the information desk, including some weekend and evening hours. Participates in an active program of library instruction and computerized database searching in the disciplines of selection responsibility. Requires a master's degree from an ALA-accredited library school. Undergraduate degree in a social science discipline or reference experience highly desirable. $17,000 minimum salary depending on qualifications. Excellent benefits including choice of retirement programs. The University of Houston Libraries have 1.4 million volumes, a materials budget of $2.6 million, and a total staff of 250. The library is a member of ARL. **To ensure consideration, applications must be received by Jan. 31, 1987.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Preliminary interviews at ALA Midwinter may be arranged. Equal-opportunity employer.

South Asia/Southeast Asia bibliographer and social sciences reference librarian. Search reopened. Responsible for meeting the information needs of faculty and students of South and Southeast Asia and for providing consultation reference service and bibliographic instruction to social science faculty and students. Report to the assistant director for resource development on the overall development and assessment of research collections in the major indigenous languages of northern India, Pakistan, Nepal, Bangladesh, and Tibet. Supervision of precataloging processing of materials received on the PL-480 program, providing advice on preservation needs of South and Southeast Asia materials, coordination of collection development with other libraries in the Research Libraries Group. Reporting to the assistant director for social sciences for duties comprised primarily of in-depth reference services including consultations by appointment and preparation of guides, etc., bibliographic instruction, and end-user training. Qualifications are subject expertise and scholarly research experience equivalent to at least a master's level in a social science or area studies program; language skills equivalent to at least 3 yrs.' study of a devanagari language such as Sanskrit, Pali, or Prakrit; ability to communicate effectively orally and in writing; flexibility and creativity to work with colleagues in a complex environment. A PhD in a relevant field, an accredited MLS, and some supervisory experience are desirable. Salary ranges are: Librarian I, $22,000–$28,600; Librarian II, $24,000–$32,400. Excellent benefits include assistance with university housing and tuition exemption for self and family.

Deadline for applications is Jan. 30, 1987. Submit resume listing 3 references to: **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

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4 positions. 1) **Reference librarian, social sciences—education (experienced).** As part of a dynamic and innovative reference division, provides comprehensive reference assistance with emphasis on education and the social sciences, from a centralized reference collection. Additional duties include preparation of bibliographies and guides to the literature for use in staff training and for use in classroom instruction and assistance with bibliographic instruction for students and faculty. Prepares a computer-produced index to the curriculum collection and assists with online database searching. *QUALIFICATIONS:* ALA-MLS. 2 yrs.' post-MLS library experience. Degree in education or 2 yrs.' teaching experience at elementary- or secondary-school level. *SALARY:* minimum $19,000 for 10.5 months; negotiable. 2) **Reference librarian, humanities (entry-level).** Provides comprehensive reference assistance in the reference department with emphasis on the humanities; includes assisting patrons in formulating search strategies and locating needed information through indexes and other reference tools, as well as through computer searching. Acts as division liaison with English, modern languages, and psychology departments. Assists with bibliographic instruction. *QUALIFICATIONS:* ALA-MLS. Subject background in the humanities, preferably in English. 2nd master's degree and some preprofessional experience desirable. *SALARY:* minimum $17,000 for 10.5 months; $18,000 with additional master's degree. 3) **Reference librarian, science and technology (entry-level;** search extended). Provides comprehensive reference assistance with emphasis on the sciences from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and in classroom instruction. Assists with bibliographic instruction and computerized reference services. Serves as a reference division resource librarian in the sciences. *QUALIFICATIONS:* ALA-MLS. Academic background in the sciences required, preferably in physical or life sciences. A 2nd master's degree in a science-related field or 2 yrs.' preprofessional library experience preferred. *SALARY:* $17,000 for 10.5 months; $18,000 with additional master's degree. 4) **Original cataloger, microform materials (entry-level;** search extended). Responsible for cataloging and classifying monographic materials in all languages, subjects, and formats including primary responsibility for monographic microform materials. Duties include creation of original cataloging and review of subject headings, classification, and descriptive cataloging on OCLC cooperative copy. *QUALIFICATIONS:* ALA-MLS. Prefer preprofessional monographic cataloging experience with AACR2 and LC classification and subject headings. *SALARY:* $17,000 for 10.5 months; $18,000 with additional master's degree. ***CLOSING DATE:* to ensure full consideration, applications for all positions should be received by Jan. 15, 1987.** Applicants should submit a letter of application, complete resume, and names and telephone numbers of 3 professional references. *BENEFITS:* competitive benefits package. No state income tax. Faculty rank. For complete description of duties, qualifications, and benefits, and to apply, call or write: Gloriana St. Clair, Acting Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843; 409-845-8111.** AA, EEO employer.

ASSOCIATION

Executive director. The Catholic Library Association (CLA), a national organization of 2,000 members, is seeking an executive director to assume the position after the retirement, June 30, 1987, of the incumbent executive director following 26 years of service. Applicant must be a creative, personable individual with managerial skills and leadership qualities. Applicant must have ability to manage headquarters and staff, administer services and public relations, advise the president and Executive Board on matters of precedent and policy, function as secretary and treasurer of the association, and work with other associations and groups. MLS desirable. Salary negotiable; minimum $25,000. Fringe benefits. **Closing date for applications is Feb. 1, 1987.** Send resume and 3 references to: CLA Search Committee, **Catholic Library Association, 461 W. Lancaster Ave., Haverford, PA 19041.**

LAW LIBRARY

Deputy director, Law Library. Cleveland State University, Cleveland-Marshall College of Law, invites applications from law librarians possessing JD and MLS (or equivalent) degrees from accredited programs (substantial completion of JD is acceptable). Deputy director serves as daily administrator of a law library nearing 270,000 volumes and equivalents serving a faculty of 43 and a student body of 1,000. Successful candidate will possess 6 yrs.' professional information community experience and will be prepared to coordinate the Law Library's automation efforts. Knowledge of legal bibliography, computer-assisted legal research/instruction, and modern library management is essential. Candidate can expect to serve on the library's reference staff, including evenings, weekends, and holidays, and will be challenged in terms of quality and quantity of work produced. Position available January 1987. Salary: minimum $32,000. **Contact, with curriculum vita, 3 references, and transcripts, by Dec. 31:** Robert J. Nissenbaum, Director of the Law Library, **Cleveland State University, 1983 E. 24th St., Cleveland, OH 44115.** EOE, M/F/H.

LIBRARY EDUCATION

Assistant Professor. Teaching courses in a combination of areas, i.e., science and technology literature, medical librarianship, information management, and/or microcomputers. Demonstrated research and writing skills and professional involvement expected. Doctorate desirable, otherwise commitment to its attainment necessary. Minimum academic year salary $25,000, summer extra. Appointment September 1987. Interviews at January ALISE and ALA can be arranged. The school will receive applications until the position is filled; however, **to be assured of consideration, letter of application, resume, and names of 3 references should be sent, by March 1, 1987,** to: Josephine R. Fang, **GSLIS, Simmons College, 300 The Fenway, Boston, MA 02115.** An affirmative-action, equal-opportunity employer.

GRADUATE SCHOOL OF LIBRARY AND INFORMATION STUDIES, QUEENS COLLEGE (CUNY). Search reopened for **Assistant or Associate Professor** (tenure-track position) to teach, conduct research, and advise students. Expertise in 2 or more of the following subject areas: instructional technology, nonbook materials, media planning and design, communication theory, and the visual arts. Must have knowledge of microcomputer technology and be able to teach in the Library Science core curriculum. Doctorate in library/information studies, instructional technology, or related disciplines required, with record of research/publication or demonstrated potential. Preference will be given to candidates who have had professional library experience in their specialty. Salary ranges for the 1987–88 academic year are: Assistant Professor, $25,114–$40,505; Associate Professor, $32,726–$48,403. Starting date is Feb. 2, 1987, or Sept. 1, 1987. **Closing date for applications is Dec. 15 for Feb. 2, 1987, start; and March 15, 1987, for Sept. 1, 1987, start.** Send resume to: Thomas T. Surprenant, Director, **Queens College Graduate School of Library and Information Studies, Flushing, NY 11367-0904.** AA, EOE employer.

Library and information science faculty: one tenure-track position anticipated September 1987 at Drexel University for candidate prepared to develop courses and research in some of the following areas: descriptive and subject cataloging, bibliographic control, networks and automated systems, technical services. Doctorate or equivalent required. Salary negotiable from minimum of $30,000 per academic year at Assistant Professor rank. Candidates should have strong interest in research and in teaching at both graduate and undergraduate levels. **Closing date: Jan. 30, 1987.** Resume should accompany application to: Katherine McCain, Search Committee, **College of Information Studies, Drexel University, Philadelphia, PA 19104; 215-895-2474.** Applications from women and minorities sought. EOE, AA.

Library/information science, faculty position. Assistant or Associate Professor, full-time, beginning Sept. 1, 1987. Responsibilities include research and publication, student advisement, and teaching in the following areas: automation/systems analysis and research methods. Ability to teach courses in special libraries desirable. *QUALIFICATIONS:* earned doctorate in library/information science or other relevant degree and MLS from an ALA-accredited program. Salary and rank commensurate with experience. Minimum salary, $23,000 with opportunities for teaching summer session. Send resume and letters of recommendation to: William C. Robinson, **Graduate School of Library and Information Science, University of Tennessee, 804 Volunteer Blvd., Knoxville, TN 37996-4330.** The University of Tennessee, Knoxville, is an equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Assistant Professor for the Library of the Health Sciences. 40 hrs. weekly, 9 am–5 pm. $18,000 yearly. Responsible for research, publication, counseling, tutoring, and professional service. Commensurate with tenure as an Associate Professor. Applicant will also employ knowledge of OCLC (an automated cataloging system), Library of Congress, and National Library of Medicine classification and subject headings, and local and regional databases to establish bibliographic control over monographic and audiovisual materials purchased by the Library of Health Sciences. 8 yrs.' grade school, 4 yrs.' high school, and 6 yrs.' college (master's degree in library science) required. Must have one yr.'s experience in job offered and at least 2 graduate-level courses in medical librarianship including a practicum in a health science library. Send resume to: **Illinois Job Service, 910 S. Michigan Ave., Rm. 400, Chicago, IL 60605; Attn.: Robert S. Felton, Ref. #5554-F.** An employer-paid ad.

MUSIC LIBRARY

Music public services librarian, Northwestern University Library. (Search reopened.) Administers Music Library public services, including reference, circulation, reserve, and stack control. Supervises one library assistant and 16 student assistants. Serves as principal reference librarian. Responsible for book/periodical collection management. Edits *NU Quarter Notes.* Responsible for exhibits. Compiles user guides, bibliographies, and

Berkeley

Head, Music Library

Responsible for development and management of collections, space, services, fundraising, and personnel. Engage in professional and research activities, participate in planning and policy development of the General Library, and maintain communication and liaison with the Department of Music. MLS and substantial educational background in musicology. Candidate lacking the MLS degree will be expected to secure one within 2–4 yrs. Administrative and supervisory experience in academic or research music library. Experience with automation and bibliographic control of music, knowledge of cooperative resource sharing, and techniques of bibliographic instruction and online database searching are desirable. May entail part-time teaching in Department of Music if qualifications are appropriate.

Full job description on request. Appointment salary range: $39,456–$45,084 per annum. Open until filled; **candidates applying by Jan. 5, 1987, will be given first consideration.** Send resume, including names and addresses of 3 professional references, to:

William E. Wenz
Rm. 447 General Library
University of California
Berkeley, CA 94720

EEO employer

indexes. *QUALIFICATIONS:* MLS from ALA-accredited library school, master's degree in music, preferably music history, required. Minimum 2 yrs.' professional music library experience, including reference services. *PREFERRED:* working knowledge of an online library system. *DESIRED:* demonstrated managerial and communication skills. Reading knowledge of German and French required. Broad knowledge of music literature and repertory. Salary: $19,000–$25,000. Send letter of application and resume, including names of 3 references: to Lance Query, Assistant University Librarian for Planning and Personnel, **Northwestern University Library, Evanston, IL 60201.** AA, EOE.

NETWORK

Administrator, Area Library Services Authority, Regions 6 and 9, a multitype library network for 12 counties in east-central Indiana. Responsible for all activities of the system, including coordination of reference and interlibrary loan, development of continuing education programs, and for advancing services and cooperation among member libraries. Supervises staff in 3 locations with headquarters in Daleville. Requires an MLS and appropriate experience in library and related work. Supervisory experience preferred. Position available immediately. Salary negotiable from $20,000. Screening of applications will continue until a suitable applicant is found. Send letter of application, resume, and names of 3 references to: Search Committee, **EIALSA, Route 1, Box 76-A, Daleville, IN 47334.** An affirmative-action, equal-opportunity employer.

Library automation coordinator. Search reopened. Assists regional library consortium in selection, installation, and ongoing management of integrated online catalog/circulation system. *RESPONSIBILITIES INCLUDE:* surveying member libraries; developing specifications; preparing project proposals; negotiating with vendors; planning for installation, including retrospective conversion and training; overseeing and maintaining system operations. *REQUIREMENTS:* active involvement in installation of a regional or shared integrated library system; 3–5 yrs.' increasingly responsible library automation management experience; demonstrated ability in organization, interpersonal relations, and oral and written communication. ALA-MLS highly desirable. Salary: $28,000–$35,000 per year, plus benefits. **Letter of application, resume, and names and telephone numbers of 3 references by Jan. 30, 1987,** to: Automation Coordinator Search Committee, **Greater Cincinnati Library Consortium, 3333 Vine St., Suite 605, Cincinnati, OH 45220.** Will interview at ALA Midwinter. AA, EOE.

Multitype program librarian. See *Librarian: reference/multitype programs* (SELCO), listed under Public Library heading, p. 852D.

PUBLIC LIBRARY

Adult services supervisor, search extended. Creative and enthusiastic professional with strong supervisory and reference skills to fill new position. Responsible for the operation of the adult department of the main library. Supervises and trains professional and paraprofessional staff, assists in branch collection development and maintenance, and oversees use of microcomputers for the public. *QUALIFICATIONS:* ALA-accredited MLS, plus at least one yr.'s experience, including supervisory experience. Starting salary: $23,700. Position available now. Send resume to: Gail L. Griffith, Assistant Director, **Carroll County Public Library, 50 E. Main St., Westminster, MD 21157.** Carroll County Public Library is a growing, service-oriented system. Area is convenient to Baltimore and Washington, D.C.

Assistant director for Minnehaha County Library. The library serves a rural population of 22,000 through a main library, 7 small branches, and a bookmobile. Responsible for technical services, supervision of branches, collection development and programming for either children or adults, and some reference work. ALA-accredited MLS and 2–3 yrs.' experience required. Supervisory experience and knowledge of library microcomputer applications desirable. Salary range: $737.50–$921.88 biweekly. ($19,175–$23,969 annual.) **Send letter of application, resume, and 3 references by Dec. 31** to: **Personnel Office, Minnehaha County, 415 N. Dakota, Sioux Falls, SD 57102.** An EOE, AA employer.

Assistant director. (Search reopened.) Public library system with 5 outlets and an overall budget of $2.1 million is looking for an enthusiastic outgoing person to serve in an administrative capacity. *DUTIES INCLUDE:* supervision of technical services and circulation departments, coordination of staff training, coordination of book selection, promotion of library services to community business and organizations. *QUALIFICATIONS:* MLS from an ALA-accredited school, 3–5 yrs.' professional public library experience, 2–3 yrs.' supervisory experience in a public library. Experience with automated systems either in technical services or circulation highly desirable. Equivalent education and/or experience may be substituted. Candidates must have current management skills, up-to-date knowledge of the various technologies in use in libraries, and excellent verbal and written communication skills. Successful candidates must be willing to relocate to the school district. Salary range: $28,000–$35,295 in 6 steps. 20 days' vacation, fully paid insurance includes health, major medical, dental, vision, life, and retirement. Preliminary interviews will be held at ALA Midwinter for those attending. **Resume and letter of application postmarked no later than Dec. 31** to: Catherine A. O'Connell, Director, **Public Libraries of Saginaw, 505 Janes St., Saginaw, MI 48605.** An equal-opportunity, voluntary affirmative-action employer.

Librarian IV

Business Information Services

The City of Milwaukee is seeking a Librarian IV to provide quality library services to Milwaukee's business and industrial community. Requires master's degree in library or information science and 5 yrs.' professional librarian experience including at least 3 yrs. in a public or special library. Salary range is $28,648–$32,926 with excellent benefits. For further information, contact the: **City Personnel Department, Room 706, City Hall, 200 E. Wells St., Milwaukee, WI 53202; 414-278-3751.**

City of Milwaukee

An affirmative-action employer. Women, minorities, and handicapped individuals are encouraged to apply.

Audiovisual/general consultant. The audiovisual/general consultant manages the nonprint department of the regional system which serves over 100 member libraries in a 12-county area. This person is responsible for collection development in this centralized collection of 16mm films, VHS tapes, sound filmstrips, slides, and art prints. Provides contractual service to 3 other systems. Provides consulting service to member libraries on audiovisual and standard areas of librarianship. Will be in field one day a week. Trains, evaluates, and supervises 7 staff members. Participates in continuing education activities. Dynamic opportunity for self-starter with good interpersonal skills. Proven speaking and writing ability. MLS from ALA-accredited school, 5 yrs.' professional experience and 3 yrs. as an audiovisual, media, or adult services department head in a public library. Must have valid driver's license and like to travel. Needs to relocate to Rockford area after being hired. Excellent benefits. Salary: $22,000–$31,800 depending on qualifications. Send resume and 3 work references to: Lila Brady, Executive Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Children's & young adult librarian. Responsibilities include planning and conducting year-round programs, collection development, public relations, and coordinating services with schools and community agencies. The new 15,000-sq.-ft. headquarters library has a spacious and attractive children's department with heavy usage. This position supervises 1–2 part-time assistants. Applicant should demonstrate strong disciplinary skills. Starting salary: $18,000 plus good fringes. ALA-accredited MLS required, experience preferred. **Send letter, resume, and 3 references by Jan. 15, 1987,** to: Ann Ramsey, Director, **Chester County Library, 100 Center St., Chester, SC 29706.**

Children's librarian. Enthusiastic, **entry-level** MLS to manage children's department. Activities include programming, selection and cataloging, and school visits. Some adult reference. IMRF and health benefits. Starting salary: $15,000–$16,000. Send resume to: Julia A. Johnas, Director, **McHenry Public Library, 1011 N. Green St., McHenry, IL 60050.**

Children's librarian. Responsibilities include collection development; programming; liaison with community; service to children and YAs. Supervisory ability, MLS, and experience required. $16,628 per year. Apply to: **Personnel Dept., City of Oakland Park, 3650 NE 12th Ave., Oakland Park, FL 33334.**

Library Director

Westport, Conn.

Active community of 25,000+, over 60% holding library cards, seeks outstanding director for 145,000-volume library in new, modern building opened in September. Annual circulation about 370,000. Computerized circulation system, DIALOG searching, OCLC, dynamic children's department, new AV services, extensive picture collection. Budget $1.3 million. Opportunity for developing innovative services. *MINIMUM REQUIREMENTS:* ALA-accredited MLS; 3 yrs.' experience as director of small to medium-sized library, or assistant director or supervisor of large library. Salary: $43,000 up, depending on experience and qualifications. Position available early 1987. **Send letter of application and resume with names of 3 professional references by Jan. 30, 1987,** to: **Search Committee, Westport Public Library, Westport, CT 06880.**

Children's librarian. The main library children's department of the Asheville-Buncombe Public Library has immediate opening for a dynamic professional to plan and implement the children's services program. Under the general supervision of the coordinator of children's services, will be responsible for materials selection, reference and readers' advisory service, planning and presentation of children's programs, training and supervision of staff, and daily operations. Must have ALA-accredited MLS with emphasis in children's services and a strong commitment to the objectives of public library service to children and adults concerned with children's materials. Requires good knowledge of library materials for children, a genuine liking for children and the ability to establish rapport with them, and skills in programming. Must be able to work effectively with people and communicate well in both speech and writing. Range: $15,886–$24,648. Hiring salary: $16,692 increasing to $17,524 after 3-month successful probation. Hospital and life insurance, retirement plan. **Applications accepted through Dec. 31.** Send letter of application, resume, and names and addresses of 3 professional references to: **Buncombe County Personnel Department, POB 7435, Asheville, NC 28807.** An equal-opportunity employer.

City librarian, Staunton, Va. The city of Staunton will be accepting applications until Feb. 1, 1987, for the position of city librarian. The city librarian directs a full-service, automated, multimedia library with a $500,000 operational budget, 20 FTE positions, serving a population of 22,000. Candidates must have successfully completed a master's degree in library science and be eligible for certification by the state of Virginia and have extensive knowledge and experience in the operation and administration of a library, including budgeting and the management of personnel and financial resources. Minimum of 5 yrs.' progressively responsible public library experience required. Salary range 1986/87: $21,436–$29,260. Qualified applicants are invited to submit resumes and at least 3 letters of recommendation to: Janet Basagic, Personnel Director, **City of Staunton, POB 58, Staunton, VA 24401.** An EEO employer.

Director, Caldwell County Public Library, Princeton, Ky. (Population 13,473.) Library board seeks energetic, service-oriented director, MLS or Kentucky professional certification required, experience highly desirable. Staff of 3 FTE, budget $107,000, circulation 111,000. Substantial endowment fund. Salary high teens, low $20s, with fringe benefits. Send letter of application and resume to: Robert Rowland, President, **Caldwell County Public Library, POB 230, Princeton, KY 42445.**

Director, Cross Trails Regional Library Service, a 5-county regional public library system with 11 member libraries in south central Alabama. ALA-MLS required. Public library experience preferred. Minimum salary: $18,000/yr. **Send resume by Jan. 1, 1987,** to: James Kelsoe, **Cross Trails Regional Library, POB 717, Opp, AL 36467.**

Director, Janesville (Wis.) Public Library. Progressive southern Wisconsin city of 51,000 seeks an aggressive and articulate MLS with a minimum of 5 yrs.' significant administrative experience. Over 180,000 volumes. Circulation 540,000. Budget $1.4 million. Resource library for county federated system (pop. 137,000). Automated circulation and online catalog (CLSI). 40+ FTEs. Strong managerial, budgeting, planning, communication, and microcomputer skills required. Automation and community relations experience required. Beginning salary range: $35,000–$39,000; excellent benefit package. **Letter of application and resume by Dec. 31** to: Search Committee, **Janesville Public Library, 316 S. Main St., Janesville, WI 53545.** AA, EO employer.

Director, Mercer County Public Library, Harrodsburg, Ky. (Pop. 19,100.) Energetic, service-oriented director needed for an expanding library program. MLS and administrative experience preferred. Staff of 5 FTE; budget $193,000; circulation 128,000. Salary range: $17,000–$20,000 plus benefits. **Deadline for applications: Dec. 20.** Send letter of application and resume to: Anne R. Baker, President, Library Board, **Mercer County Public Library, 109 W. Lexington St., Harrodsburg, KY 40330.**

Director, New Martinsville (W.V.) Public Library. Position currently open for director of public library serving population of 9,000+. Requires ALA-accredited MLS degree and related experience. Salary from $15,000 depending on qualifications, with full range of benefits. Full-time and part-time staff. Please send resume and references to: George L. Clements, **New Martinsville Public Library, New Martinsville, WV 26155.** Equal-opportunity employer.

Director, Putnam County (Fla.) Library System. Main library and one branch serves 55,235 with budget of $211,355, staff of 9, and collection of 34,798 volumes. 2nd branch under construction and another in planning stage. Headquarters community located on beautiful and historic St. Johns River, equidistant from Jacksonville, Gainesville, and Daytona Beach. Director is responsible for overall administration of library services to rural county, including planning, budgeting, personnel, public relations, grant and report writing. Reports to 8-member Board of Trustees, and meets frequently with governmental officials and a variety of library and civic groups. *QUALIFICATIONS:* ALA-accredited MLS; minimum of 3 yrs.' administrative experience desired. Minimum salary: $18,337; good benefits. Send letter of application, resume, and names and telephone numbers of 3 references to: Herbert A. Wilson, Chair, Search Committee, Board of Directors, **Putnam County Library System, 216 Reid St., Palatka, FL 32077.**

General consultant. General field consultant needed to advise public libraries on all aspects of administrative management, including budgeting, personnel administration, buildings and space utilization, public relations, and long-range planning in a 12-county area having 58 public libraries. Must have knowledge of services, collection development, and programming for all ages. Will plan and coordinate the youth services activities. Coordinate and conduct continuing education workshops. Proven speaking and writing ability, especially for grants writing. Some knowledge of automation. Dynamic opportunity for self-starter with flexible warm personality who relates to all types of people. MLS from ALA-accredited school, 5 yrs.' professional experience, including 3 yrs. as public library director in the 25,000 population range. Must have valid driver's license and like to travel. Must relocate to Rockford area after being employed. Excellent benefits. Systems consulting experience a plus. Salary: $28,891–$40,810, depending on credentials. Send resume and 3 work references to: Lila Brady, Executive Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head librarian, Vaughn Public Library, Ashland, Wis. A city of 9,000 on Wisconsin's scenic Lake Superior shore seeks energetic and innovative head librarian to direct well-established, recently renovated public library. Position available after April 1, 1987. Responsibilities include administration and coordination of all phases of public library service and supervision of 2 full-time and 4 part-time staff. Some public service work will be required. *QUALIFICATIONS:* master's of library science from accredited library school; public library experience, including administrative and supervision; and proven ability to communicate effectively with staff and public. Salary: $20,824.44 per year ($781.41 biweekly during first 6 months; $820.47 biweekly thereafter). Generous benefit package. **Deadline for application: Jan. 19, 1987.** To apply: send resume and 3 references to: Ashland City Clerk, Attn.: Library Search Committee, **Ashland City Hall, 601 W. Second St., Ashland, WI 54806.**

Head of main library services, search reopened. Moline Public Library seeks creative administrator to supervise services at main library in city of 50,000. Duties include direction of reference department, circulation department, adult book selection ($50,000 book budget), collection development, programming, and Quad City/Scott County Film Coop. Member CLSI regional multitype circulation system. *QUALIFICATIONS:* ALA-MLS, 3 yrs.' professional work in public libraries including management experience and demonstrated competence in program development, effective communication skills, and proven ability to work well with public and staff. Working knowledge of automated systems and microcomputers desirable. Salary: $22,000–$25,000 yearly depending on experience. 4 weeks' vacation and benefits. Interviewing ALA Midwinter. **Send resume with 3 references by Jan. 7, 1987,** to: Sherrie Snyder, Director, **Moline Public Library, 504 17th St., Moline, IL 61265.**

Head, reference and information. Coordinates and supervises activities of general reference department with 8 full-time staff and 5 part-time pages. *Requirements:* MLS from accredited library school, 3 yrs.' supervisory experience. Must have demonstrated superior reference, interpersonal, and organizational skills. Salary: $22,000 minimum. **Send letter of application, resume, and request letters of reference from 3 sources be sent by Dec. 31** to: Theda Wexler, Personnel Director, **Chattanooga-Hamilton County Bicentennial Library, 1001 Broad St., Chattanooga, TN 37402.** EOE.

Librarian: reference/multitype programs. SELCO is currently searching for a dynamic individual to fill the split position of centralized reference and multitype program librarian. Applicants must be interested in developing new regional methods for informational services, ranging from very small to medium-sized public libraries. The applicant must also be committed to multitype cooperation. SELCO is looking for someone with reference and public service background as well as oral and written communication skills. The applicant must have an ALA-accredited MLS and

Adult Services Consultant

The Queens Borough Public Library, an urban network of 59 branches and a central library, which serves a multiethnic population of nearly 2 million, seeks a dynamic and innovative adult services consultant. Under the direction of the coordinator of programs and services department, provides in-service training programs for adult services librarians; plans systemwide library programs for the public; prepares bibliographies, grant proposals; assists in collection development; maintains contacts with community groups. *QUALIFICATIONS:* ALA-accredited MLS; 5 yrs.' experience in progressively responsible position in adult services, 2 yrs. of which must be in a supervisory capacity; excellent communication skills. Salary: $30,455–$37,853. Excellent fringe benefits include pension plan, 4 weeks' paid vacation. Send letter of application and resume to: **Abdul Malik, Assistant Personnel Director, Queens Borough Public Library, 89-11 Merrick Blvd., Jamaica, NY 11432.**

EEO, M/F

Librarian, Hungarian Cataloger
GS-9
The Library of Congress
Washington, D.C.

The Library of Congress has an immediate opening for a descriptive cataloger skilled in reading Hungarian. Master's degree in library science (or comparable experience in cataloging) and reading knowledge of a 2nd foreign language are also required.

Position has promotion potential to the GS-12 grade level, but will initially be filled at the GS-9 ($21,804–$28,347) or GS-11 ($26,381–$34,292) grade level depending on applicant qualifications. **Interested candidates should submit a Standard Form 171, Application for Federal Employment, by Jan. 31, 1987, to: Vacancy Announcement #60476, The Library of Congress, Employment Office, 101 Independence Ave., Rm. LM-107, Washington, DC 20540.** Application forms and copies of the vacancy announcement may be obtained by calling **202-287-5620.**

An equal-opportunity employer

reference experience. Applicants must have worked in 2 or more types of libraries with one of the types being a public library. SELCO has a tremendous fringe benefit package and the starting salary range is $16,920–$23,640/annum. Please submit resume and references to: Raymond P. Ogden, Executive Director, **SELCO (Southeastern Libraries Cooperating), 334 16th St. SE, Rochester, MN 55904.**

Librarian supervisor. Reference section of main library, Gaston County (N.C.) Public Library, headquarters of a regional library system located 20 miles west of Charlotte, N.C. Must have an MLS degree from an ALA-accredited school, and must be eligible for certification by the N.C. Public Librarian Certification Commission. MLS transcript must be submitted with a Gaston County application form. 2 yrs.' responsible professional library experience in a public library is required with previous supervisory experience preferred. Salary range: $18,830–$20,713, dependent upon experience. Excellent local government benefits with pay-for-performance salary plan. Applications will be accepted until position is filled. Call or write for an application form to: **Gaston County Personnel Department, POB 1578, Gastonia, NC 28053-1578; 704-866-3042.**

Librarian wanted to catalog all Chinese, Japanese, and Korean materials ordered by the public library using Library of Congress classifications, schedules, MARC formats, and OCLC database. Requires MLS, reading knowledge of Korean and Chinese. Must be resident of city of Chicago on first day of employment. 37.5 hrs. per week; 8:30 am–4:30 pm. $1,749 per mo. Send resume to: **Illinois Job Service, 910 S. Michigan Ave., Rm. 333, Chicago, IL 60605; Attn.: M. Ninneman, Ref. #5724-N.** An employer-paid ad. An EEO, AA employer.

Librarian I/adult services. Salary: $2,098–$2,833 monthly. City of Tempe, Ariz. **Entry-level** professional position with responsibilities in reference and adult services. Work involves application of professional library skills in aiding patrons, conducting online reference searches, preparing bibliographies, and preparing and presenting adult programs. Requires a graduate degree in library science or technology and 6 mos.' subprofessional public library experience. **Filing deadline: Wednesday, Dec. 31.** Examination to be administered early January 1987. Individuals selected for testing will be notified by mail of the date and location. Submit qualifications on official city application form to: **City of Tempe Employment Division, 31 E. 5th St., Tempe, AZ 85281; 602-731-8276.**

Librarian I, assistant information librarian, El Paso Public Library. Serves the public at the reference/information desk; plans adult programs; conducts library tours; schedules monthly exhibits; assists with book selection, and prepares booklists and bibliographies. Requires ALA-accredited master's degree in library science; knowledge of professional library principles, methods, reference materials, and practices; and ability to establish and maintain effective work relationships. Ability to speak Spanish desirable. Salary: $737.12 biweekly. (Texas has no state income tax.) 22 days' annual leave; usual fringe benefits. El Paso, population 550,000, is a bicultural community located on the Texas, New Mexico, and Mexican borders. It has a dry climate and enjoys 360 days of sunshine a year. **Apply by Jan. 15, 1987,** to: Personnel Officer, **El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865.** Letters or telephone calls of initial interest must be received in the business office by 4 pm on the date shown. An AA employer.

Library director for Palestine Public Library, in a city of 20,000, 120 miles southeast of Dallas. The public library has just moved into a new 12,000-sq.-ft. building. Annual budget approximately $235,000. Annual circulation over 100,000 with book collection of 40,000. 9 full- and part-time employees. Position requires MLS from ALA-accredited school and successful applicant should have 3 or more yrs.' experience and ability to represent the library in public affairs and to work well with city government. Salary is $19,500. The library is an agency of the city of Palestine and also serves the county. Position is open until filled. **Send letter of application, resume, and references by Dec. 31** to: Tim Walsh, Personnel Director, **PO Drawer Z, City of Palestine, Palestine, TX 75801.**

Library director. Immed. opening for dir. of San Benito Public Library serving the city of San Benito, Tex., & a portion of Cameron County. Pop. served is 26,000; budget is $103,000; 5 FTE; 5,000 average monthly circ. Applicant must hold ALA-accred. MLS with at least 3 yrs.' admin./supvsy. exp. Responsible for budget, persnl., collec. dvpt., ref., & general mgmt. of the library. Must be a strong pub. lib. advocate, able to establish & maintain a complete community relations program. Must be proficient in English with ability to communicate in Spanish. Preference given to pub. lib. exp. & automation exp. Position open immed. Salary, $20,000. Applications will be accepted until position is filled. Please send ltr. of application, resume, & the names & addresses of 3 ref. to: **City of San Benito, Persnl. Dept., 485 N. Sam Houston St., San Benito, TX 78586; 512-399-5344.** Equal-opportunity employer.

Library director. The Library Board of the New Britain Public Library seeks an outstanding director to manage a top-rated library serving a population of over 100,000. Annual budget $1.4 million, collection of 250,000 volumes, staff of 65, and 2 small branch libraries. Member of Capitol Regional automated circulation system. Requires MLS from ALA-accredited school and 3–5 yrs.' administrative experience in a public library. Experience in automation and collection development desired. Starting salary commensurate with experience and qualifications, salary range $35,000–$46,000 and excellent benefits. **Resume and salary requirements not later than Dec. 30** to: F. K. Fitch, Search Committee, **New Britain Public Library, 20 High St., New Britain, CT 06051; 203-224-3155.**

Reference/interlibrary loan librarian. ALA-accredited MLS. Salary: $13,500. Open immediately; position must be filled by the first of the year. Apply to: Nettie Whitley, **Cheaha Regional Library, Box 308, Anniston, AL 36201; 205-238-1581.**

Reference librarian. Answering patron requests and development of reference collection are primary duties of this **entry position.** Successful candidate will have the ability to set priorities, accomplish a variety of tasks, and relate to people of all ages. Salary range: $18,500–$27,500 depending on experience. Position requires ALA-accredited MLS and city residency within one year of hiring. Apply to: Robert Baggs, Director, **Ocean City Public Library, 6th St. and Ocean Ave., Ocean City, NJ 08226.**

Special projects coordinator, search extended. Creative and enthusiastic professional to be responsible for the library's extension services. Provides direct service including storytime to family daycare centers; supervises bookmobile staff and jail librarian; works with Literacy Council and Office on Aging. Studies services, personnel, operations, and implements new programs; represents library to community groups. *REQUIREMENTS:* ALA-accredited MLS plus 2 yrs.' public library experience, including supervisory experience; thorough knowledge of children's literature and services. Starting salary: $23,700. Position available immediately. Send resume to: Gail L. Griffith, Assistant Director, **Carroll County Public Library, 50 E. Main St., Westminster, MD 21157.** Carroll County Public Library is a growing, service-oriented system. Area is convenient to Baltimore and Washington, D.C.

Supervisor, technical services. Responsible for providing library service through overall direction and control of technical services. Supervise staff of 5.5. Requires MLS from ALA-accredited school. 4 or more yrs.' public library experience, 2 yrs.' supervisory experience, and previous cataloging experience with bibliographic utility (preferably WLN) desirable. Salary: $1,843–$2,341/month, excellent benefits. For further information reply to: **Personnel, Fort Vancouver Regional Li-**

brary, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.

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2 positions. 1) **Reference librarian.** Reference and general library services, selects materials, maintains collection, promotes programs and services. Experience preferred. 2) **Young adult/audiovisual librarian.** Challenging new position with dual responsibility combining traditional and AV services to YA population and AV services to all. Requires at least 2 yrs.' public library work in YA and AV services, and supervisory experience. Both positions require ALA-MLS. Commitment to public service, ability to work well with patrons and colleagues essential. Starting salary range: $20,843–$22,979, dep. on exp. and qual. Excellent fringe benefit package. Willingboro Public Library serves 40,000 in a residential community 15 miles n.e. of Philadelphia. Letter of application, resume, transcripts, 3 work references to: Maurice S. Goldman, Director, **Willingboro Public Library, Salem Rd., Willingboro, NJ 08046.**

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2 positions. 1) **Senior librarian,** $20,765. Take charge of an active department providing services to children and young adults. Live and work in the gently rolling hills of Hunterdon County, located midway between New York and Philadelphia, minutes away from Princeton, near historic Bucks County, Pa., and home to one of the best shopping outlet centers in the country. Library system is expanding with second generation of automation currently being planned. ALA-MLS plus 2 yrs.' experience required. 2) **Junior librarian** for children's department. Temporary position. MLS, or nearing completion considered. Salary: $9,417 for 6 months. Apply to: William Pyonteck, Director, **Hunterdon County Library, Route 12, Flemington, NJ 08822.**

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3 positions. 1) **Children's librarian,** $22,957 annually. Requires ALA-accredited MLS. 2) **Genealogy/local history librarian,** $18,532 annually. Requires graduation from ALA-accredited library school plus interest in genealogy and/or Texana. 3) **Children's branch librarian,** $18,532 annually. Requires graduation from ALA-accredited library school. Send resume to: **City of Beaumont, Personnel Department, POB 3827, Beaumont, TX 77704.** Equal-opportunity, AA employer.

SCHOOL LIBRARY

K–12 library program director. Emphasis on grades K–8, especially to expand library/classroom curriculum. Library currently under construction. Media coordination not part of the job. MLS preferred. Salary: $16,000–$28,000, dependent upon qualifications and experience. Send resume to: Richard P. Hall, **The North Shore Country Day School, 310 Green Bay Rd., Winnetka, IL 60093.**

Media specialist. *Discover Idaho.* The Idaho Department of Health & Welfare has an opening for a media specialist at the Youth Services Center in St. Anthony, Idaho —gateway to Yellowstone National Park and Jackson Hole, Wyo. If you prefer the solitude of a quiet, picturesque community close to 2 of America's foremost playground resorts, then perhaps St. Anthony is for you. *RESPONSIBILITIES:* to plan, organize, and operate a media center to serve youth educational needs and provide educational academic instruction; evaluate collection of materials and books; select and order books and instructional materials; classify and index books, periodicals, and other printed materials; instruct students in use of library; develop individualized educational plans; develop course materials; plan and implement class activities; provide input to treatment team regarding educational and treatment goals; and supervise difficult youth to maintain discipline, protect individual rights, and ensure safety. *QUALIFICATIONS:* good knowledge of planning, developing, organizing, and operating an educational media center. Considerable experience in assessing educational needs and developing educational goals and curriculums. Experience in instructing students and evaluating progress. At time of appointment, must be eligible for Idaho Secondary Education Certification with Education Media Generalist Endorsement issued by Idaho Department of Education. Salary range: $20,134.40–$26,977.60, negotiable depending upon qualifications. Good fringe benefit package. For more information and application, contact: Brian Chapman, Sr. Administrative Assistant, **Youth Services Center, POB 40, St. Anthony, ID 83445; 208-624-3462.** EOE, M/F/H/V.

DISD

Dallas Independent School District

DIRECTOR, MEDIA SERVICES-TECHNOLOGY

The **DALLAS INDEPENDENT SCHOOL DISTRICT,** Dallas, Texas, is accepting resumes for the position of Director of its Media Services-Technology Department. This person will provide leadership and supervision of the total Media Services-Technology Department, involving several locations and including instructional television, cultural experience and textbook adoption.

QUALIFICATIONS:

- Masters degree from an accredited college/university in library science
- Eligible for Administrator, Supervisor or Mid-Management Certificate
- At least ten years' experience in education, including a minimum of three years' classroom teaching experience and five years of supervisor experience in the specialized field
- Knowledge of and interest in curriculum design, instruction and evaluation
- Knowledge of ongoing developments in media and technology related to curriculum and instruction
- Demonstrated ability in personnel management, administration and supervision of a multischool, unified library media program
- Demonstrated ability through experience in collection development to meet needs of population

SALARY RANGE: $41,639 to $56,336

Interested persons should submit letters of interest and resumes to: Jan Chapman, Human Resources Department, Dallas Independent School Disrict, 3807 Ross Avenue, Dallas, Texas 75204, by December 19, 1986.

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DYNIX Incorporated

DYNIX, a vendor of automated library systems, is seeking library support personnel for training, documentation, and problem resolution. These new positions offer exciting opportunities to work with the full range of automated library functions, including cataloging (MARC & non-MARC), circulation, public access, reserve room, acquisitions, serials, and other operations.

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QUALIFICATIONS: requires an MLS and either library experience or knowledge of library automation. Must be willing to travel.

SALARY & BENEFITS: $19,000–$27,000 depending on experience and qualifications. Benefits include health, life, vision, and dental insurance. Vacation, sick leave, paid retirement, and educational benefits are also included.

Applications will be accepted until the positions are filled. Interested applicants should send a current resume and a list of 3 references to:

Personnel Department
DYNIX, Inc.
1455 W. 820 N.
Provo, UT 84601
801-375-2770

DYNIX is an affirmative-action, equal-opportunity employer.

Dynix Automated Library Systems

SPECIAL LIBRARY

Art librarian. Dynamic art museum in Midwest with a metropolitan population of 500,000 seeks energetic professional to manage 21,000-vol. art reference library serving staff, students, and the public. ALA-accredited MLS, 3 yrs.' library experience to include supervisory background and computer applications experience with OCLC and DIALOG. Degree in art history preferred. Salary negotiable from $21,000 to $23,000; excellent benefits. Send resume to: Audrey S. Kauders, **Joslyn Art Museum, 2200 Dodge St., Omaha, NE 68102-1292.**

STATE AGENCY

Director-librarian, Texas State Library and Archives Commission. Under general supervision of the Texas State Library and Archives Commission, directs the varied programs of the Texas State Library and serves as executive and administrative officer of the Texas State Library and Archives Commission. Programs administered include: state archives; information services; statewide library development; library services to the blind and physically handicapped; records management; and regional historical resources depositories. *QUALIFICATIONS:* state law dictates the minimum qualifications requirements: 2 yrs.' training in library science or the equivalent thereof in library, teaching, or research experience. 2 yrs.' administrative experience in library, research, or related fields. Knowledge of developments in information technology and their applications to library, archival, records management. Ability to work effectively within state government. Strong demonstrative skills in interpersonal relations. Salary: $48,410/yr. **Send letter of application and resume by Dec. 22** to: Governor Price Daniel, **c/o Texas State Library, Personnel, Box 12927, Capitol Station, Austin, TX 78711: 512-463-5474.** EOE.

Head of technical services (Library Administrator I). Administers and manages the programs within the technical services department of the State Library of Ohio. Ultimately responsible for supervising 4 professional and 17 support staff. This management position plays an integral role as a member of the library's management team. The successful candidate should have experience handling a variety of personnel issues. The ability to communicate effectively will facilitate success on the job. The head of technical services is responsible for planning and recommending long-range goals for the department. Also, the individual will plan and implement a marketing program to promote the growth of technical services with the local library community. Finally, this position is responsible for directing the following activities within the department: automated cataloging through OCLC, maintenance of online LCS catalog system, acquisition of state library materials through LIBRIS, and retrospective conversion of rare book collection. Salary: $22,838–$23,982 per year to start. Subsequent annual increases up to $35,590+. **Deadline: Jan. 31, 1987.** Contact: Wesley H. Lee, Persnl. Offer., **State Lib. of Ohio, 65 S. Front St., Columbus, OH 43266-0334.** An EEO, equal-access agency.

Librarian I, assistant reference librarian. A federally funded position in the Bureau of Government Information Services of the N.H. State Library. Responsibilities include providing reference service to the legislature, state agencies, and the general public. Requires MLS (ALA-accredited) plus one yr.'s reference experience. Knowledge of government documents and online searching preferred. Salary range: $17,043–$20,592 with excellent benefits. Obtain an application from: **N.H. Dept. of Personnel, State House Annex, Concord, NH 03301. *Return with resume to same address by Dec. 31.*** For further job description contact: John McCormick, **N.H. State Library, 20 Park St., Concord, NH 03301; 603-271-2239.** An equal-opportunity employer.

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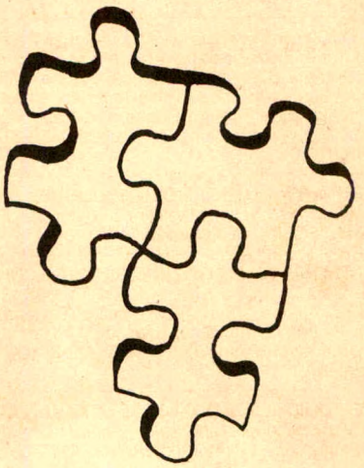

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns. *Beverly Goldberg, ed.*

December

12: *Editing* wkshp., The Wisconsin Ctr., Madison. Spons., U. Wis.–Madison/Communication Programs. .6 CEUs available. Fee, $75. Info.: M. Marler, Prog. Coord., UW-Ext., 221 Lowell Hall, 610 Langdon St., 53703 (608-262-2368) or Registrar (608-262-7942).

13: *Online Database Searching w/Secondary Students* prog., U. Washington, Seattle. Info.: J. Frey, Coord., CE, c/o GSLIS, U. Wash., Seattle 98195 (206-543-1794).

27-30: American Historical Assn. annual conf., Chicago, Ill. Info.: AHA, 400 A St. SE, Washington, DC 20003 (202-544-2422).

27-30: Modern Language Assn. annual conf., New York, N.Y. Info.: MLA, 62 Fifth Ave., 10011 (212-741-5588).

January

8: Massachusetts LA midwinter conf., Holy Cross Col., Worcester. Info.: MLA, POB 556, Wakefield 01880 (617-438-0779).

8-9: *Adv. Records Mgmt.* course, George Washington U., Washington, D.C. Spons., GWU/Continuing Engineering Ed. Prog. Fee, $650. Info.: D. Aldridge, CE Ed., GWU, 20052 (800-424-9773 or 202-676-8522).

14-16: Assn. for Lib. & Info. Sci. Ed. midwinter conf., Palmer House, Chicago, Ill. Theme, "Info.: Relationships w/Other Disciplines." Info.: ALISE, 471 Park Lane, State College, PA 16803.

15: *Making Money: Fees for Info. Svc.* prog., Washington, D.C. Spons., Special LA. Fee, $100 SLA mem.; $125 nonmem. Info.: K. Warye, Dir. of Prof. Dvpt., SLA, 1700 18th St. NW, 20009 (202-234-4700).

16: *Financing Computer Technology in the Urban Pub. Lib.* seminar, Chicago (Ill.) Pub. Lib. Cultural Ctr., 78 E. Washington St. Spons., Urban Libs. Cncl. For urban pub. lib. dirs., lib. trustees, pub. lib. admin. staff, & pub. officials. Fee, $50. Info.: A. Ladenson, Exec. Dir., Urban Libs. Cncl., 425 N. Michigan Ave., 60611.

17-22: *Statewide Literacy* conf., Orlando, Fla. Spons., Fla. Literacy Coalition. Info.: S. Haralson, Fla. Literacy Coalition, POB 532081, Orlando 32853 (305-894-7323).

22-24: Int'l. Reading Assn./Southwest Regional conf., Phoenix, Ariz. Info.: B. Jacquette, 137 E. San Miguel, Phoenix 85012.

23: Bibliographical Society of America annual mtg., CUNY Grad. Ctr. Auditorium, New York, N.Y. Info.: Bibl. Soc. of Amer., POB 397, Grand Ctrl. Station, 10163 (718-638-7957).

26-29: Special LA midwinter conf., Pittsburgh (Pa.) Hilton. Info.: SLA, 1700 18th St. NW, Washington, DC 20009 (202-234-4700).

29-31: *Annual Conf. on Literature & Film,* Tallahassee, Fla. Spons., Fla. State U. Fee, $40. Info.: J. Grant, Ctr. for Prof. Development, FSU, 32306 (904-644-3801).

31: *New Technology & Its Impact on You!* prog., Pittsburgh, Pa. Spons., Special LA. In conj. w/SLA Winter Ed. Conf. Jan. 30–Feb. 1. Info.: see Jan. 15.

February

2-5: Florida Instructional Computing conf., Sheraton Twin Towers Conf. Ctr., Orlando. Info.: J. Draper, Ed'l. Technology Section, Fla. Dept. of Ed., Knott Bldg., Tallahassee 32301 (904-488-0980).

9-12: New Zealand LA conf., Michael Fowler Ctr., Wellington. Theme, "Info. Path to the Future." Fee, NZ$120 NZLA mem.; NZ$140 nonmem. Info.: J. Trave, Secy., NZLA Conf., POB 17267, Karori, Wellington, N.Z.

10-11: Music OCLC Users Grp. annual mtg., Eugene (Ore.) Hilton. Info.: D. Corwin, Roscoe L. West Lib., Trenton State Col., Hillwood Lakes CN 4700, Trenton, NJ 08650-4700 (609-771-2418).

11-14: Music LA annual conf., Eugene, Ore. Info.: MLA, Box 487, Canton, MA 02021.

13-14: *Annual Literature* wkshp., Marriott Resort Hotel, Lexington, Ky. Spons., U. Ky./CLIS. Theme, "How Children View Fiction." *Regis. deadline Feb. 6.* Info.: J. Terhune, Assoc. Prof., CLIS, U. Ky., Rm. 437, Patterson Office Bldg., 40506-0027 (606-257-5894).

13-19: Art Libs. Society of North America (ARLIS/NA) annual conf., Capital Hilton, Washington, D.C. Info.: C. Backlund, Conf. Ch., Nat'l. Gallery of Art Lib., Washington, DC 20565 or P. Parry, Exec. Dir., ARLIS/NA, 3900 E. Timrod St., Tucson, AZ 85711 (602-881-8479).

14: *Networking in Libs.* wkshp., Old Joyner Lib., East Carolina U., Greenville, N.C. Spons., ECU/DLIS. CEUs available. Fee, $15. Info.: Div. of CE or DLIS, ECU, 27834 (919-757-6621 or 6627).

14-18: Amer. Assn. for the Advancement of Science nat'l. mtg., Hyatt Regency, Chicago, Ill. Info.: Mtgs. Office, AAAS, 1333 H St. NW, Washington, DC 20005 (202-326-6448).

16: Annual Congress for Lns., Saint John's U., Jamaica, N.Y. Spons., SJU/DLIS. Theme, "Technology Expo for the Disabled: Enhancing Lib. & Info. Svcs." Info.: Father J. Lang, DLIS, SJU, 11439 (718-990-6200).

16-22: *Video Expo,* San Francisco, Calif. Spons., Knowledge Industry Publications. Info.: A. Bisgyer, Video Expo, Knowledge

COMING UP

ALA Midwinter Meeting
Chicago, IL Jan. 17 – 22, 1987
San Antonio, TX Jan. 9 – 14, 1988

ALA Annual Conference
San Francisco, CA June 27 – July 2,1987
New Orleans, LA July 9 – 14, 1988

IFLA General Conference
Brighton, U.K. Aug. 16 – 22, 1987
Sidney, Australia Aug. 30 – Sept. 3, 1988

PLA Conference
Pittsburgh, PA April 27 – 30, 1988

DATEBOOK continued on p. 854.

ADVERTISEMENTS

RATES FOR ADVERTISEMENTS

Nonprofit organizations: **Line-by-line** format, $5/line; ALA institutional members, $4/line. **Display format,** $50/column inch; 20% discount to nonprofit ALA institutional members.

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Feb. 25, 1987 • Tucson, Ariz.
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Jan. 17, 1987 • Chicago
Fee: $175

Space Planning the Electronic Library
Dec. 11–12, 1986 • New York City
Feb. 26–27, 1987 • Tucson, Ariz.
Fee: $275

Authors: *Planning the Electronic Office* (McGraw-Hill)
Automation, Space Management & Productivity (Bowker)
Designing and Space Planning for Libraries (Bowker)

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DATEBOOK continued from p. 853.

Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604 (914-328-9157 or, outside N.Y., 800-248-KIPI).

18: *Thinking the Unthinkable: Planning for Disaster* wkshp., U. Calif./Riverside Lib. Cospons., UC/Riverside; Calif. LA/Inland Empire Chap. Fee, $25 CLA/IEC mem.; $30 nonmem. Info.: S. Davis, Lib. Admin. Office, UC/Riverside, POB 5900, 92517 (714-787-3221).

18-20: *Human Resources* middle management inst., New York, N.Y. Spons., Special LA. 1.5 CEUs available. Fee, $400. Info.: see Jan. 26–29.

18-21: *Serials Cataloging Inst.*, Los Angeles, Calif. Spons., ALA/Resources & Tech. Svcs. Div. Fee, $215 RTSD mem.; $265 ALA mem.; $290 nonmem. *Regis. deadline Jan. 16. Enrollment limited to 130.* Info.: A. Menendez, RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x319).

20: *New Technology & Its Impact on You!* prog., Seattle, Wash. Details: see Jan. 31.

25: Fed. Lib. & Info. Ctr. Committee (FLICC) Annual Forum on Fed. Info. Policies, Mumford Rm., Madison Mem'l. Bldg., Lib. of Congress, Washington, D.C. Theme, "Views from a Concerned Community." Fee, $35. *Enrollment limited to 200.* Info.: C. Zirps, FLICC, Lib. of Congress, 20540 (202-287-1372).

25–March 1: Assn. for Ed'l. Communications & Technology annual conf., at both Hyatt Regency & Georgia World Congress Ctr., Atlanta. In conj. w/COMMTEX Int'l. '87 Trade Expo. (same dates). Features copyright seminar. Info.: AECT, 1126 16th St. NW, Washington, DC 20036 (202-466-4780).

27–March 1: *Lib. Programming in the Humanities for Young Adults* wkshp., Austin, Tex. Spons., ALA/YA Svcs. Div.; Nat'l. Endowment for Humanities. No fee. *Regis. deadline: application forms must be submitted by Jan. 9. Enrollment limited to 45.* Apply to: E. Shaevel, YASD Exec. Dir., ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x335).

Info. Clout for Women to Be Focus of 1988 Pre-IFLA Program

"To Give or Not to Give—Women and the Power of Managing Information" will be the subject explored at an Aug. 27, 1988, program sponsored by the Library Association of Australia's Status of Women in Librarianship in Sydney.

Doubling as a preconference for the concurrent meetings of both the International Federation of Library Associations and its 1988 host, the Library Association of Australia, the program's central issue will be neutrality and social responsibility. Topics will include: information as a political instrument; women as information providers; women as an information-deprived group; and the power of librarians to effect social change.

Potential attendees and speakers are invited to contact LAA's Status of Women in Librarianship c/o Jinette de Gooijer, Ansett Airlines of Australia, Engineering Base, Melbourne Airport, Melbourne V1C 3045, Australia.

March

1-4: Nat'l. Fed. of Abstracting & Info. Svcs. annual conf., Crystal Gateway Marriott Hotel, Arlington, Va. Theme, "Demystifying the Database Business: What's *Really* Happening Behind the Hype?" Info.: NFAIS, 112 S. 16th St., Philadelphia, PA 19102 (215-563-2406).

5-7: Int'l. Reading Assn./Caribbean Regional conf., San Juan, P.R. Info.: D. Rivera, Box 22427, UPR Station, Rio Piedras 00931.

6: *New Technology & Its Impact on You!* prog., Chicago, Ill. Details: see Jan. 31.

7-9: *Marketing & PR* middle management inst., New York, N.Y. Details: see Feb. 18–20.

9-11: *Analytical Tools* middle management inst., San Francisco, Calif. Details: see Feb. 18–20.

10–April 28: *Publishing in Philadelphia* prog., U. Pennsylvania, Philadelphia. Spons., U. Pa./Col. of General Studies. Fee, $275. Info.: J. Hanna, Special Programs, Col. of General Studies, U. Pa., 112 Logan Hall, 19104-6304 (215-898-6493).

13-14: *Children's Literature for a Nation of Readers* inst., Northern Ill. U., DeKalb. Spons., NIU. Info.: L. Johnson, Col. of CE, NIU, 60115 (815-753-1457).

April

1-3: *Lib. Programming in the Humanities for Young Adults* wkshp., New England Ctr. for CE, Durham, N.H. Spons., ALA/YA Svcs. Div.; Nat'l. Endowment for the Humanities. No fee. *Regis. deadline: application forms must be submitted by Feb. 6. Enrollment limited to 45.* Apply to: see Feb. 27–March 1.

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Coalition for Literacy

Automation for small libraries:

Small is beautiful. . . IF

Two consultants survey the options in system selection

by Richard W. Boss and Hal Espo

IN THE 14 YEARS SINCE CL SYStems, Inc., now CLSI, launched the first turnkey automated library system, hundreds of libraries have installed online systems. Their experiences have helped establish guidelines for all libraries considering automation, regardless of size.

The premise of these guidelines is that libraries embarking on automation are looking for a system which will meet their needs for five years from installation. After five years, the system should enable them to move to a system offering more functionality, better service to users, a reduced rate of increase in the cost of providing library services, and an increase in staff and management productivity. Library automation is an ongoing and dynamic process.

Listed in no particular order, the guidelines suggest that: 1) cost-effective library automation will most likely be achieved with an integrated system capable of supporting the automation of multiple library functions; 2) libraries must create a database in a way that ensures their ability to move to other systems, regardless of the vendor; and 3) libraries must do all they can to ensure ongoing support of the chosen system. For most libraries, this has meant the selection of either a turnkey system or a supported software package, and the creation of a database conforming to applicable national and international standards.

Microcomputer-based, multifunction turnkey systems available from a few dozen system vendors have received widespread attention in the press and at state and national library meetings. But a large number of the nation's small libraries find that the $50–75,000 minimum price for such systems, or the $10–$12,000 per terminal price for sharing larger systems (calculated by dividing hardware, software, installation, and training costs by the number of terminals on a system) is well beyond their reach. These libraries also face, though perhaps on a smaller scale than their larger counterparts, the prospect of rising costs, the need to provide better service for an increasingly computer-literate clientele, and the need to achieve higher levels of productivity in response to governing bodies that are seeking both contemporary management controls and an increased responsiveness to the public.

Alternatives to an integrated, multifunction automated library system remain relatively limited for smaller libraries. A number of companies offer software that uses personal computers to automate single functions such as circulation or serials control. Such packages may provide an immediate solution for some libraries, but offer no long-term prospects for migrating to a larger, integrated microcomputer-based system as additional functions are automated and the database is shared among the functions.

Pricing in the micro-based software market is quite volatile. The pricing information provided in the following descriptions is intended to serve only as a guide. The authors recommend that libraries carefully review current pricing before embarking upon a specific course.

Richard W. Boss and **Hal Espo** are the senior consultants for Information Systems Consultants Inc., based in Bethesda, Md.

Micro-based software systems

The Library Software Company offers a series of software packages aimed at providing personal computer-based automation for smaller libraries. Among their products are: *Circulation Plus,* a barcode-driven circulation system designed for libraries with no more than 25,000 items and up to 8,000 patrons (Apple, TRS 80 or IBM PC, $695); the *Overdue Writer,* a circulation control and overdue notice production system for libraries with an average of 500 checkouts a week (Apple or TRS 80 micro, $149); the *Overdue Collector* companion package, which maintains information from the Overdue Collector programs (TRS 80 only, $49.95); the *A-V Catalog Writer,* a program that creates a printed catalog of audiovisual materials (Apple or TRS 80, $89.95); and the *Bibliography Writer,* a program that produces subject bibliographies (Apple and TRS 80, $69.95).

For catalog card production, the company offers *Quick Card* for the Apple IIe or IBM PC. The Apple version costs $169.95, the IBM, $249.95. *Skills Maker* allows librarians to create and print individual exercises to teach library skills, including use of the card catalog and *Reader's Guide,* location of materials, and reference skills (Apple, $89.95).

The Follett Software Company's *Book Trak* library automation suite offers modules supporting circulation, ordering, catalog card and label production, cataloging, and magazine control. Prices range from $1,000 to $1,900, depending upon machine configuration and preferred functionality.

Dalton Computer Services, Inc., of Dalton, Ga., offers *MediaTrack,* a series of modules designed for school libraries. The system supports circulation, using barcodes for check-in, checkout, and inventory, and provides fine calculation and accounting, reserves, and overdue notices. A variety of usage statistics and reports is available, and simple catalog access is provided through title, ISSN, and classification number. The system is available as a turnkey configuration based on a Texas Instruments Professional computer with MS-DOS for $8,995. Configured with a 10 MB (megabytes) disk, the system is said to be capable of handling 16,000 volumes.

ABALL Software, Inc., a Canadian company, has developed the *Ocelot Library System* for school and special libraries. Ocelot has separate modules for cataloging, circulation, and acquisitions. Each module is priced near $1,000. The software will operate on micros equipped with MS-DOS or PC-DOS. The *Catalog Module* provides online access by author, subject, and title, as well as authority control and cross-referencing, and is designed for use

(Micro-based software systems cont.)
by patrons. The *Circulation Module* controls check-in and checkout, fines, and reserves. The *Purchase Module* provides acquisitions capability. It supports order, fund, and vendor records and will print order forms.

Calico (Computer Assisted Learning Instruction Company, Inc.) offers a public-access online catalog system designed for school libraries. The system supports bibliographic master record creation and maintenance, catalog index creation and maintenance, and user searching modules; it can accommodate records of up to 6,000 characters and 999 fields, and requires a hard disk drive. The catalog may be searched with keywords from author, title, or subject, and also supports Boolean "AND" linkages. The software is $850, plus an annual maintenance charge of $240 (optional after the first year).

A circulation system is also available. The software can be used with the Apple II and IBM PC (and compatible) systems. Multiple systems may be linked in a network configuration.

Learning Technology and Libraries, Inc., of Carbondale, Ill., markets the *CARDPREP* catalog card and label printing program for the Apple IIe and II+. The program is also available for the TRS 80 Model III/IV and the IBM PC. Software costs between $99.95 and $149.95.

Midwest Library Service is promoting *Uniface,* a software package designed to interface with OCLC and WLN for online ordering and fund accounting, and catalog card and spine label production. The package is used with the IBM PC and will operate with the OCLC M300 workstation. Software is priced on a module-by-module basis, with prices ranging from $150 to $800 per module. Electronic ordering capabilities are also available.

BCA, of Blaine, Wash., has developed a cataloging and circulation system for the IBM PC XT and AT. *The Library System (TLS)* is designed for libraries with collections of between 25,000 and 75,000 volumes. It uses barcodes for check-in and checkout, and for borrower identification, and accommodates holds, borrower restrictions, fine calculations, and overdue notices. TLS provides for searching of the database of brief bibliographic records by author, title, call number, and subject. The system handles multiple loan periods and borrower types and produces a variety of reports and statistics, including titles in the database arranged by author, call number, title, or subject; overdue and hold notices and lists; and lists of items in circulation.

The system requires a printer and a barcode label scanner, in addition to an IBM PC or compatible computer with 512 KB (kilobytes) of memory and a hard disk of at least 10 MB. The library also must purchase the barcode labels for the collection and for patron cards. TLS software for database creation and circulation lists for $4,000.

ETT Library Automations Inc. is marketing the *ETTACQ* automated acquisitions system software for the Apple IIe micro; a version for the Macintosh is under development. The system can store up to 5,000 active orders. It checks for duplicate orders, generates printed order forms, and issues claims or cancelations for materials not received within a library-specified time frame. Outstanding orders may be searched by author, title, ISBN, order date, and order number. *ETTACQ* provides a continuations component for standing orders and periodical subscriptions that can handle 5,000 active records. Holdings are listed in a periodicals file, which can be accessed online or used to generate alphabetized lists for staff and patrons. This component also will accommodate 5,000 records. The software is priced at $3,500.

Nichols Advanced Technologies Inc., of Edmonton, Alta., is marketing *Micro Online Library Information (MOLLI)* software, which supports database creation and searching and offers limited circulation control and acquisitions capabilities. Separate modules for circulation and acquisitions are expected to be available by the end of the year.

MOLLI allows the design of records with up to seven fields, including title, subject, author, source code—e.g., classification number, accession number, publication date, and user-defined fields. Data entered in the author, title, and subject fields can be searched by keywords, and keyword indexes for each field are available for browsing during searches.

MOLLI software is produced in two versions, PC-DOS for IBM PCs and compatible machines and MS-DOS for a variety of computers, including the DEC Rainbow and Wang systems. The system requires 192 KB of memory, a disk drive and a hard disk, a printer, and the PC-DOS or MS-DOS operating system. Storage requirements vary according to the nature and size of the database developed. *MOLLI* software is priced at $1,000, which includes a year of software support. The circulation software under development is expected to cost $500, and acquisitions, $1,000.

Scarecrow Press is marketing software to support catalog card and label production. *The Librarian's Helper* is available for the IBM PC and the Apple IIe. The software for card and label production costs $195 for the IBM PC, and $295 for the Apple. The basic software package, however, does not include a capability for saving keyed input. Software for this function is $225 for the PC and $325 for the Apple.

Other options

Another approach to automation for smaller libraries is the service bureau system. These systems are offered by vendors active in a particular area of the library market. Examples are **Baker & Taylor**'s automated acquisition support and **Faxon**'s online serial system. While service bureau systems offer a solution for the smaller library faced with an immediate problem, they should be evaluated in terms of how well they would fit into future migration to an integrated system. As with any system, comparisons of service bureau systems' hardware and telecommunications costs as well as service and support are essential.

Recent library technology history has demonstrated the importance of developing a high quality database of full-length bibliographic records that comply with all appropriate national standards. In any automated system, regardless of the environment for which it was designed, hardware is replaced periodically and software is subject to continual enhancement and/or eventual replacement.

Database design crucial

The database is the only component of an automated system that has a potentially unending life span. Its longevity is almost entirely a function of its original design. Databases of records developed according to national standards such as AACR, Library of Congress (LC) or Dewey Decimal Classification, LC subject headings, and the MARC communications and holdings formats, and stored in full-length rather than abbreviated form, have a better survival rate.

System vendors will more likely design products to accommodate records conforming to these standards than records constructed in an ad hoc manner. Thus a library using standard records would be better able to retain its database when migrating from one system to another. As anyone who has undertaken retrospective conversion of bibliographic records will attest, it is not a process one would want to do twice, and it usually represents a cost at least as great, if not significantly greater, than the cost of hardware and software.

Preparing the way

A database of bibliographic records is fundamental to all forms of library automation. Capturing records in machine-readable form at the time of original cataloging is less expensive than retrospective conversion. Therefore, it behooves librarians who entertain any prospect of automating their libraries to determine whether machine-readable records can be captured as a by-product of current operations. If the library uses a bibliographic utility for cataloging support, it should ensure that it receives archival tapes of its records, as well as cards. If tapes are checked every few years for deterioration and replaced as required, they can be retained until they are required as the basis for an automated system.

Libraries using other forms of cataloging support, such as a commercial cataloging service, a stand-alone CD-ROM- or videodisc-based system, or a card service from a book jobber, should also investigate how to obtain machine-readable records from the vendor's processing.

If a library with its records on tape were to undertake a more limited approach to library automation, such as a system without the capacity to handle full-length or MARC records, the machine-readable tapes could still be used to generate brief records for that system, and the original tapes could be retained for any future applications.

Vendor support to small libraries

Because profits from the sale of the integrated microcomputer-based systems suitable for small libraries are lower than those from the more common minicomputer-based systems, the larger automation vendors do not appear to be as willing to invest in helping small libraries meet their automation needs. On-site vendor demonstrations usually are limited to the most serious prospects, a situation that requires a library to clarify and define its exact system requirements before approaching potential vendors.

Post-sale vendor support also is more limited with lower-priced micro-based systems. Fewer days of profiling and training are offered as part of the system price. Additional days, if available at all, are priced at $300 or more each, plus expenses.

It is critical for libraries to determine to what extent ongoing software support is provided by the vendor, especially in the case of software-only packages. In-house software maintenance and development is an expensive proposition, and is likely to be beyond the financial and technical expertise of most smaller libraries.

Micro-based integrated systems

Vendors capable of supplying microcomputer-based integrated library systems include **ADLIB (Advanced Library Concepts), CLSI, Dynix, OCLC Local Systems,** and **SIRSI.**

The available micro-based, integrated library systems fall into one of two quite distinct categories. Those offered by **ADLIB, Dynix** and **SIRSI** are mounted on "true" multi-function, multi-tasking microcomputers. Currently, this type of system supports up to 12 peripheral devices (i.e., terminals, dial access ports, and printers). System prices depend upon the number of terminals required and the library applications for which software is purchased. The lowest price for a system capable of handling all automated functions and supporting up to six peripheral devices appears to be in the region of $50,000–$70,000, though a system price will vary based on the peripherals mix selected by the library.

The second type of so-called microcomputer-based system is configured around a stripped-down minicomputer and retains the architecture of the larger machine. **CLSI** and **OCLC Local Systems** use this type of design.

CLSI's *Sunrise,* for example, is designed for libraries with between 30,000 and 150,000 titles and up to 750,000 annual circulations. The system operates on a DEC LSI 11/73 CPU with Winchester disk drives and supports up to 16 terminals. Prices range from $75,000–$150,000. OCLC Local Systems pricing is comparable.

Under certain circumstances, however, such a system may not be able to support a full complement of 16 terminals. For example, a single online public access catalog (OPAC) terminal requires computer resources equal to three to four circulation terminals.

The integrated systems mentioned above, with the exception of CLSI and OCLC Local Systems, will support all the vendors' software, including cataloging, public access catalog, circulation control, acquisitions, serials control, materials booking, and reserve functions, and will accept standard software enhancements.

In the case of CLSI and OCLC Local Systems, the serials control function is supported on a separate processor, which must be interfaced with the integrated system. OCLC also handles acquisitions this way, and CLSI offers the option of acquisitions on the integrated system or on a separate processor.

Cost uncertainties

Another difficulty in outlining system prices—in the absence of design specifications—lies in the way vendors bid their prices. Some vendors separate hardware and software costs item by item; others do not. This separation allows libraries to see the impact of each system component on the cost of a system. Pricing policies and presentations constantly change as vendors seek a more favorable market stance in response to increasing competitive pressures. This is so particularly in the micro-based system market, where vendors realize a lower profit margin on hardware components, and have fewer prospects for additional revenue at a later date from the sale of add-on hardware.

A final element of uncertainty in system costs arises from the degree of interest vendors have in selling smaller systems. At the present time, OCLC Local Systems appears to prefer bidding mid-sized systems even though it has several quite small installations. Dynix and SIRSI, both of which once sold small systems exclusively, are now aggressively bidding mid-sized systems because the profit margin on such systems is substantially greater than that for systems priced under $100,000. A library, therefore, must determine the marketing priorities of a vendor along with its technical capabilities. □

(Vendor directory next page.)

(Small library automation continued)

Vendor directory

Micro-based software vendors

ABALL Software
2268 Osler St.
Regina, Sask., Canada S4P 1W8
306-569-2180

BCA Bar Code Applications
240 H St. #113
Blaine, WA 98230 604-926-7222

Computer Assisted Library Instruction Co.
POB 15916
St. Louis, MO 63114 314-863-8028

Dalton Computer Services, Inc.
1850 Cleveland Highway
Dalton, GA 30720 404-259-3327

ETT Library Automations Inc.
9201 Drake Ave., Suite 103
Evanston, IL 60203 312-677-7704

Follett Software Company
4506 Northwest Highway
Crystal Lake, IL 60014 800-435-6170

Learning Technology and Libraries, Inc.
POB 3096
Carbondale, IL 62902 618-529-5729

The Library Software Company
POB 23897
Pleasant Hill, CA 94523-0897
415-687-0280

Midwest Library Service
11443 St. Charles Rock Road
Bridgeton, MO 63044 800-325-8833

Nichols Advanced Technologies Inc.
400 Bentall Bldg., 10180 102 St.
Edmonton, Alta, Canada T5J 0W5
403-424-0091

Scarecrow Press
52 Liberty St., POB 656
Metuchen, NJ 08840 201-548-8600

Micro-based integrated system vendors

Advanced Library Concepts
9343 Tech Center Drive, Suite 175
Sacramento, CA 95826 916-364-0340

CLSI
1220 Washington St.
West Newton, MA 02165 617-965-6310

Dynix
1455 W. 820 North
Provo, UT 84601 801-375-2770

OCLC, Inc., Local Systems Division
6565 Frantz Rd.
Dublin, OH 43017 614-764-6000

SIRSI Corp.
8106-B South Memorial Parkway
Huntsville, AL 35802 205-881-2140

AL digest

As job "plateauing" increases during the next 30 years, employers must rethink how they reward good work

BETWEEN 1986 AND THE YEAR 2015, promotions will become increasingly scarce, the rate of job plateauing will increase, and people will plateau much earlier in their careers than they have for the past three decades, according to Judith M. Bardwick in *The Plateauing Trap* (AMACOM, 1986).

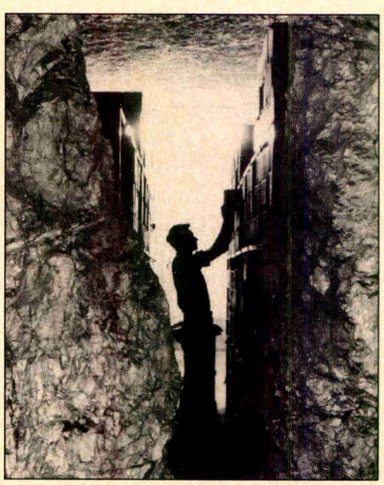
Personnel has excerpted parts of Bardwick's book in its October and November 1986 issues. In the October issue (p. 46+), Bardwick explains that plateauing creates the most problems in mature organizations, because they are no longer expanding rapidly and creating new positions that provide job mobility for their employees.

Americans have traditionally designed their lives around work and tied their ambitions to regular promotions in the past. Promotion is the only organizational response that means success to many employees. However, the continuing low-promotion environment demands a fresh look at promotion and organizational structure, Bardwick says.

Preparing employees psychologically for the fact of few promotions and helping them to redefine their notions of success are important responsibilities of organizations now, Bardwick observes. Organizations that are not honest with employees about their inability to reward good work with promotions will create anger and feelings of failure in employees. Many plateaued employees will stay on the job, but stop working.

Bardwick distinguishes among *structural* plateauing, in which there are no positions left in the pyramidal hierarchy; *content* plateauing, in which people know their jobs too well and are likely to be profoundly bored; and *life* plateauing, which occurs when work has been the basis of a person's identity and self-esteem, and lack of promotion engenders feelings of despair.

Everyone plateaus, Bardwick notes, but they handle it in different ways. Plateauing can be viewed as a challenge rather than a trap if *organizations* offer new avenues through which plateaued employees can earn respect and experience success; if *managers* let such employees know where they stand and help them feel motivated and valued; and if *employees* create new ambitions and goals for themselves and give up the idea that promotion is the only sign of success.



Hard rock storage

THE RESEARCH LIBRARIES GROUP (RLG), Stanford, Calif., and several RLG members have stored 7,000 reels of microfilm 200 feet below ground in a former limestone quarry in western Pennsylvania. The film contains more than 20,000 titles, including the master negatives from all RLG cooperative preservation microfilming projects, and is kept in a controlled climate of 65 degrees Fahrenheit and 35 percent humidity. Photo courtesy of National Underground Storage, Inc.

Academic books, general titles cost about the same

ACADEMIC BOOK PRICES ARE similar to those of general U.S. titles in hardcover, according to an analysis of books reviewed in *Choice* during 1983–1985. Academic reference books cost an average 33–38 percent more than general titles, but they do not greatly distort total average academic book prices.

Choice Editor Patricia Sabosik reports in the November 1986 issue (p. 423) that the 6,187 titles reviewed in *Choice* last year, including reference books, averaged $31.19 each. Excluding reference books, the average cost per title was $29.63. The average cost of general U.S. titles was $31.43 (preliminary figure from 1986 *Bowker Annual*).

"Typical" librarian chooses job satisfaction over power

A PICTURE OF THE "TYPICAL" librarian, based on a sample of British librarians who completed the Kostick Perception and Preference Inventory earlier this year, shows that ambition is not as strong a driving force for them as for managers in industry. On the whole, job satisfaction means more to the "typical" librarian than climbing to a top management level.

Euan Woodward, of the Psychometrics Unit of PA Personnel Services, Edinburgh, reports in the *Assistant Librarian* (August 1986, p. 116–118) that the 35 librarians in the sample—from public, university, college, school, and special libraries—will accept responsibility for leadership, but will be "quite content" when it is necessary for them to work on their own as specialists. Their leadership style is not well developed because they commonly lead small teams of people and prefer to work with people rather than tell them what to do.

The librarians in the sample place value in the work ethic, and they tend to feel "slightly guilty when their lives are quiet," Woodward says. Their social orientation is toward people, and their natures tend to be open and expressive, but they seek to avoid conflict and confrontation, instead using their social skills for persuasion.

Woodward compares the sample with British managers in other fields and notes the librarians are more cautious in making decisions, due in large part to their concern for detail and tendency to organize their work in a structured way. Managers in other fields were concerned about overviews rather than details and exhibited more flexible decision-making styles.

The librarians allowed pressure from their publics to determine their work pace, whereas other managers tried to control their work pace to allow time for thinking and other reflective pursuits they deemed necessary. Other managers also were more forceful in communicating their own solutions to problems to a working team.

In Illinois:

Opinion survey shows untaxed areas would say "yes" to library levies

IN A SURVEY OF PEOPLE IN EAST central Illinois who are untaxed for public library service, 51 percent said they would vote "yes" for a library property tax referendum. The groundbreaking, LSCA-funded survey of the attitudes of untaxed populations toward paying for library service also found that 32 percent of those surveyed would vote no; the rest would not vote.

The Lincoln Trail Library System (LTLS), Champaign, Ill., one of 18 multitype systems in the state, commissioned Sorkin-Enenstein Research Service, Inc., of Chicago to carry out the study. A total of 451 people in untaxed areas were contacted by telephone and mail during March 18–April 30, 1985.

Lincoln Trail and its affiliated libraries serve nine counties in east central Illinois with a combined population of nearly one-half million. An average 30 percent of all households in the area are untaxed for library services; the highest proportion of untaxed households is in rural areas.

The Lincoln Trail service area is diverse: 36 of the 47 public libraries in the area serve populations below 5,000. But the service area also includes metropolitan Champaign-Urbana, with a population over 100,000. The nine LTLS counties were divided into four groups based on population characteristics for the study. The four populations were labeled *upwardly mobile, blue collar, younger farmers,* and *older farmers.*

Of particular interest was the fact that all untaxed people polled knew the location of the nearest public library, and a family member in 79 percent of the untaxed households had used an LTLS public library during the past year. Another 11 percent of untaxed households had used a library in another system during the year. Some of the households surveyed—fewer than one-third—pay a fee in order to use a local library.

The study related certain demographic characteristics to a probable "yes" vote for library service taxes. Non-property owners, small property owners, young married couples without children, couples with school-aged children, younger adults, and men were more likely to vote yes. As might be expected, untaxed households currently paying a library usage fee would most likely vote no.

Putting research into practice

Based on the results of the Sorkin-Enenstein survey, LTLS is conducting two LSCA-funded "project plus" demonstrations in areas now untaxed for library services.

One project is offering free library services, based on an "ideal public library" profile (see box), to an untaxed area for one year. Near the end of that year, residents will vote on a library tax levy. The other project seeks to establish a library in a town in the center of an untaxed area.

Complete survey results are available from LTLS, 1704 W. Interstate Dr., Champaign, IL 61821-1068. —*S.E.B.*

The "ideal" public library—videocassettes a top priority

Besides measuring opinions about library taxation, the Lincoln Trail Library System (LTLS) survey conducted by Sorkin-Enenstein asked participants to choose from a "wish list" the public library services they wanted most.

Those interviewed want to borrow videocassettes and videocassette players from their public library and rated both near the top of their lists of desired services. One in three potential patrons would borrow players; one in two, cassettes. LTLS advises that video be given a high priority when libraries ask the public for library taxation.

Survey participants also identified other "desirable" library services: convenient parking, a drive-through bookdrop, a community bulletin board, and a photocopier. They also want a knowledgeable librarian who will reserve materials for them. They wish the library to be cheerful and well-lighted, and to have comfortable chairs and public restrooms.

Most agreed that a two-week loan period for books and one week for videocassettes are acceptable. They preferred that libraries be open from 4 to 8 p.m. on weekdays, and on Saturday mornings and afternoons. They want genealogy materials and tax forms as well as basic reference sources. Computer classes, workshops on film and other topics for adults, and children's programs were also rated high.

Of lesser importance to potential library users in the survey were computer software, 8mm or 16mm films, microcomputers, book discussion groups, telephone books, online checkout and renewal from home computers, and record players, among a long list of other possibilities.

action exchange

Operating 24 hours a day and sharing a microcomputer

Q. What academic libraries operate 24 hours a day? How are they staffed? Problems? Recommendations? ***G.T. Johnson, Library Director, Hallie Q. Brown Library, Central State University, Wilberforce, OH 45384 (AL, Sept., p. 638).***

A. In 1978 we began keeping key parts of the library—the reserve room, circulation desk, current periodicals, and computer labs—open continuously from Sunday at 1 p.m. through Friday at 5 p.m. Stack areas were closed from midnight to 6 a.m. On Saturday, the hours were 9 a.m. to 5 p.m. throughout the library.

Up to three full-time support staff and student assistants staffed the late-night hours. Staff working "graveyard" hours received shift pay differential. The 24-hour service was popular with students as a concept, but the actual number of users between midnight and 7 a.m. proved to be quite low, and we had a significant problem with transients and a few students using the library as their living quarters. As a consequence, after eight years, we reverted to a more conventional schedule this semester, with extended hours planned for the weeks before finals. *Henry J. DuBois, Librarian, University Library and Learning Resources, California State University, 1250 Bellflower Blvd., Long Beach, CA 90840.*

Q. What large academic libraries are buying software, floppy diskettes, and laser discs? Do you catalog them? Do you provide hardware for in-house use or allow them to circulate outside the library? How do you deal with issues of copyright and backup copies? ***A. Primack, Chair, Software Study Committee, University of Florida Libraries, Gainesville, FL 32611 (AL, Oct., p. 678).***

A. The Central State University Library of Edmond, Okla., purchases and catalogs floppy and laser discs as we do other materials. We use the Machine-Readable Data Files format, adding the record to OCLC and our NOTIS database. More than 90 percent of the titles purchased have been for staff use. Most of the other titles are housed in a microcomputer lab on our second floor. A few titles, including a textbook and a reference data floppy disk, are in the library reserve area. The campus computer center provides hardware, staffing, and technical support for the micro lab.

We create a backup of all software by using either DOS commands or commercial copy backup software. Original diskettes are kept with the software used in the lab, with the backup copy placed in storage. For staff software, we reverse the procedure. *Ron A. Curtis, Assistant Director for Technical Services, Central State University Library, Edmond, OK 73060-0192.*

A. The library at California State University/Long Beach has collected laser/optical videodiscs for about eight years and microcomputer software on floppy diskettes since 1981. All these materials are cataloged and listed in the main card catalog and the online Library Information Network. Carrels, rooms, and hardware are provided for in-house use by both individuals and classes. Circulation is limited to three hours in-house for all borrowers except faculty members, who may check out videodiscs for two days. Microcomputer software is installed with copy protection on the disk, or has been purchased under a contract or "site license" permitting users to make copies. Copyright advisory messages are posted at several places. *Henry J. DuBois, Librarian, University Library and Learning Resources, 1250 Bellflower Blvd., Long Beach, CA 90840.*

Q. What small libraries share a computer system with their village government? What are the advantages and disadvantages? ***Nancy Hunt, New Technologies Coordinator, Indianhead Federated Library System, 3501 Golf Rd., Eau Claire, WI 54701 (AL, Oct., p. 678).***

A. In April 1985, the Auburn (Maine) Public Library trustees chose to tie in with the City of Auburn's new NCR Tower minicomputer system. Since our initial applications are basic office automation—word processing, spreadsheets, and database

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Over to you

1. Who can provide lists of light and frothy adult and young adult reading for next summer? (N.J.) What public libraries have planned summer reading programs for adults? How were they organized and what were the incentives offered? (Calif.)

2. We're having difficulty getting copyright clearances from publishers for our radio storytime program for children. Can anyone recommend an efficient clearance method or suggest sources of good stories in the public domain? (Mich.)

Please send replies to Action Exchange

management—we are using the powerful UNIX software that contributed to the city's decision to go with the Tower.

We now have one terminal and one printer in technical services and another in the office. As we become more familiar with the operations we will purchase terminals for reference and circulation. Each of the city's three Towers has 16 ports, not all in use.

Our problems have included long delays in delivery of the system, complicated by the wiring between the library and the city building 15 feet away, and data processing department priorities. Despite the delays, I believe our choice was wise. The library is governed by a private corporation, so even though 90 percent of our funding comes from the city we are an affiliated department. Going with the computer system reinforces our efforts to make the city realize our part in its plan.

In addition, the city will upgrade and expand the Tower system as needed, so the library won't be stuck with aging hardware. We also have access to the expertise of municipal personnel. For less money than a stand-alone micro and necessary software, we have a state-of-the-art, flexible, powerful computer. *Nann Blaine Hilyard, Director, Auburn Public Library, 49 Spring St., Auburn, ME 04210.*

Q. What academic libraries with over 5,000 periodical subscriptions substitute microfiche for binding and integrate the fiche with the bound volumes and current issues? What are the pros and cons? ***Tedine Roos, Senior Assistant Librarian, University of Wyoming, POB 3262, Laramie, WY 82071 (AL, Oct., p. 678).***

A. We have under 5,000 periodical subscriptions, yet we substitute microfilm for the paper formats. The film is housed with the paper in specially designed microfilm shelves. Microfilm readers are integrated with shelving areas. We've experienced few problems with this arrangement. *Ron A. Curtis, Assistant Director for Technical Services, Central State University Library, Edmond, OK 73060-0192.*

Added A's to previous Q's:

• On sponsoring Junior Friends of the Library groups (*AL*, May, p. 352): As Young Adult Coordinator at the San Bernadino (Calif.) County Library East Base Line Branch, I formed a Young Adult Friends and Library Volunteers group seven years ago that is still active today. The 58 members range in age from 10 to 24 and are advised by two parents.

The YA group sometimes conducts fundraisers jointly with the adult Friends, but it manages its own checking account. YA fundraisers have sold books, plants, bakery goods, and rummage. The proceeds helped purchase two public access computers and accompanying software and support two online data retrieval systems. *Diane Polchow, Young Adults Coordinator, East Base Line Branch Library, 27167 East Base Line, Highland, CA 92346.*

• On sponsoring children's literature festivals (*AL*, Sept., p. 639): The Davenport (Ia.) Public Library has cosponsored, with local children's author and teacher David R. Collins, an annual Children's Literature Festival since 1985. We invite each elementary school in the Iowa/Illinois Mississippi Valley community to attend the one-day festival featuring ten authors and illustrators. One adult supervisor brings four students from grades 3–6 at $25 for the group; this year 450 participated. Guest writers and artists meet with individual groups to talk about their work, exchange ideas, and answer questions. Following a lunch included in the registration fee, a special program is provided for all. *Rochelle Murray, Head, Children's Dept., Davenport Public Library, 321 Main St., Davenport, IA 52801.*

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive $10 for each reply published. Q.'s and A.'s become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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1987 ALA Midwinter Meeting

Chicago, Ill.—January 17–22

Council agenda and other highlights of the mid-year conclave

ALA Council meetings

Sunday, Jan. 18, 9:30 a.m.–12:30 p.m.
Monday, Jan. 19, 9–11 a.m.
Tuesday, Jan. 20, 9–11 a.m.
Wednesday, Jan. 21, 9:30 a.m.–12:30 p.m.
Presiding: Regina U. Minudri, president, Margaret Chisholm, president-elect, and Thomas J. Galvin, executive director
Parliamentarian: Lee Leonidas Demeter

ALA Council orientation

The Council Orientation Meeting will be conducted by the Council Orientation Committee Sunday, Jan. 18, 9:30–11:15 a.m. Coffee will be available at 9 a.m. Information vital to new councilors will be presented during the meeting by President Regina U. Minudri and members of the Orientation Committee. Program to be announced. Members of the committee are Stefan B. Moses, chair, Patricia A. Naismith, Leslie B. Burger, Barbara Froling Immroth, Carol L. Starr, Elizabeth J. Talbot, and John Tyson.

ALA Council and Executive Board information meeting

On Sunday, Jan 18, 11:15 a.m.–12:30 p.m. the Council/Executive Board Information Meeting is called under ALA Policy 5.6.2. It will focus on essential Association business and include the Council-requested report from the Endowment Trustees as well as a review of Executive Board's actions since the 1986 Annual Conference.

Tentative Council agenda

Council I

Adoption of the rules
Establishment of the agenda
Approval of the 1986 Annual Conference Council Minutes
President's Report—Regina U. Minudri
Announcement of the Appointments Committee/Executive Board Appointments to 1987–88 ALA Nominating Committee—Margaret E. Chisholm, chair, Appointments Committee
Council Committee on Committees' nominations for Executive Board election—Margaret E. Chisholm, chair
Appointment of tellers for the election—President Minudri
1987 ALA Nominating Committee report—Robert N. Case, chair
Policy Monitoring Committee report—Mary Louise Cobb, chair
Honorary Members Special Nominations and Appointments Committee—Arthur Curley, chair
Information report on implementation of ALA Conference Council resolutions
Freedom to Read Foundation report—J. Dennis Day, president
Treasurer's report—Patricia G. Schuman

Council II

Committee to Form a Coalition on Government Information—Nancy C. Kranich, chair
Minority Concerns Committee report on *Equity at Issue* implementation

Council III

Report of the executive director—Thomas J. Galvin
Constitution and Bylaws Committee report—Joseph Mika, chair
Committee on Organization report—Jane Anne Hannigan, chair
Intellectual Freedom Committee report—Judith A. Drescher, chair
Teller's report
New business

President's program

In keeping with ALA President Regina Minudri's theme of "Diversity," the event will showcase four exemplary library programs focusing on the following topics: library services to the illiterate, to disabled people, new Americans, and American "people of color." It will be held on Sunday, Jan. 18, from 2 to 4 p.m. in the Chicago Hilton/Towers International Ballroom South.

ALA Council suite

A suite in the Chicago Hilton/Towers Hotel has been reserved (beginning Saturday afternoon, Jan. 17, to noon on Wednesday, Jan. 21) for members of Council to use as a place for relaxation and exchange, or for the preparation of emergency paperwork when other facilities are not available.

Presidential candidates forum

The 1988–89 ALA presidential candidates, Kenneth E. Dowlin and F. William Summers, will participate in two presidential forums during ALA Midwinter week. The first, sponsored by the Social Responsibilities Round Table, will be held Saturday night, Jan. 17, in Williford Room C, Chicago Hilton/Towers Hotel. The second, sponsored by the American Association of School Librarians, the Association for Library Service to Children, and the Young Adult Services Division, will take place Sunday night, Jan. 18, in the Waldorf Room, also in the Hilton.

Executive Board candidates forum

At the 1984 ALA Midwinter Meeting, Council voted that time be held after the first Council meeting when Executive Board nominees are established, for the purpose of eliciting their views to assist councilors in voting. The first Council meeting will adjourn at 10:30 a.m., Monday, Jan. 19, to provide time for the forum.

Airport bus transfer

Flying into Chicago for Midwinter? Clip the Continental Air Transport coupon below

and save on round-trip or one-way Continental bus service (O'Hare or Midway) to downtown hotels.

Exhibits opening ceremony

The ALA Midwinter Exhibits will formally open at 11 a.m. (new hour) on Saturday, Jan. 17. The ceremony will take place in the member/exhibitor registration area, lower level, Chicago Hilton/Towers Hotel.

Membership, Subscription, and Order Services

Personnel from the ALA Membership, Subscription, and Order Services Office will be on duty in the ALA registration area in the Chicago Hilton/Towers Hotel during Midwinter week to handle any questions concerning memberships and subscriptions. Midwinter attendees who may require this

special help are asked to bring along such related items as correspondence and purchase orders. Payment of 1987 membership dues can also be made at this desk.

Message center

ALA will operate a message center for exhibitors and attendees in the Chicago Hilton/Towers Hotel registration area. It will operate from 9 a.m. to 5 p.m. Friday, Jan. 16, through Tuesday, Jan. 20, and 9 a.m. to 1 p.m. Wednesday, Jan. 21. The on-site telephone number is (312) 294-6613. Midwinter attendees and exhibitors whose offices will need to reach them during Midwinter week can use the above number. Staff members will take "leave-word" messages for posting in the message center.

Shuttle bus service

Free shuttle bus service will be provided (courtesy of OCLC, Dublin, Ohio) for four days of the Midwinter week, beginning Saturday, Jan. 17, and ending Tuesday, Jan. 20. A route/time schedule will be available at the ALA registration desk in the Chicago Hilton/Towers after opening Friday, Jan. 16

Other Midwinter week information

See pages 635–37 of the September *American Libraries* for additional information on airline reservations, child care, exhibits, hotel reservations, and other items. □

Executive Board:

ALA finances improve; accounting staff beefed up

According to pre-audit figures for 1985–86, ALA's position was strong compared to that of 1984–85, Executive Director Thomas J. Galvin told the Executive Board* at its fall meeting Oct. 29–30. General fund revenues exceeded expenses by $286,586 in 1985–86, compared with $27,913 last year.

Actual performance, Galvin said, showed a further increase of $107,156 in net revenues, due to higher than anticipated revenues from ALANET and the Endowment Fund. The Endowment trustees reported that as of mid-October all holdings of companies with South African interests had been sold.

Chief Financial Officer Susan Odmark's three-month review of the Fiscal Services unit revealed an immediate need for reorganization and the creation of four new professional positions, Galvin said. In order to provide for adequate management of basic operations, maintain the schedule for implementing the new financial data processing system, and achieve the transition to accrual budgeting for 1987–88, the department needed an additional $206,000 for operating costs and $60,000 for equipment.

Richard Olsen, chair of the Committee on Program Evaluation and Support (COPES), reported that his committee favored the changes. Fiscal Services had been significantly understaffed, he said, and in past years the auditors performed many ALA accounting functions annually and recommended that the Association increase its accounting staff. Treasurer Patricia Schuman also supported the enlargement of the department, pointing out that staff in other units had to do some of their own accounting because fiscal services lacked personnel. An increase in staff would also improve internal control and reporting, she said.

COPES recommended that $206,000 be provided from the operating contingency reserve to fund four full-time positions and provide part-time secretarial support, and that $60,000 be added to the capital budget to purchase the equipment needed. The board unanimously approved the recommendation. The board also adopted the recommended division ceilings budgeted at a total of $5.5 million in 1986–87.

Olsen reported that COPES also gratefully acknowledged the "splendid assistance" provided by Shirley Arneson, administrative assistant to the chief financial officer, who was scheduled to retire Nov. 14.

ASCLA's financial problems

COPES Chair Olsen also reported that the committee had discussed the financial problems of the Association of Specialized and Cooperative Library Agencies (ASCLA) with President Bridget Lamont, but it chose to make no recommendation at this time. ASCLA's current revenue is $61,926, Olsen said, and the division needs $90,000 to function adequately.

After ASCLA Executive Director Sandra Cooper announced she intended to resign effective Dec. 31, Deputy Executive Director Roger Parent suggested that ASCLA staff activities might be "clustered" with the Public Library Association (PLA). A proposal whereby new PLA Executive Director Eleanor Jo Rodger would allocate 10 percent of her time to overseeing ASCLA was considered by the PLA Executive Committee. The committee declined it Oct. 17, concluding that Rodger should devote her full attention and time to PLA objectives. Parent assured the Executive Board that ASCLA had sufficient funds to employ a half-time program officer and a part-time support staffer from January through August 1987.

Duane Johnson reported that the Chief Officers of State and Library Agencies (COSLA) passed a resolution Oct. 28 encouraging ALA to work with ASCLA members to maintain the division. COSLA recommended that ASCLA increase its dues and explore a clustering arrangement with the Library Administration and Management Association (LAMA) or another unit.

Beverly Lynch, chair of the board's Directions and Program Review Subcommittee (DPRC), presented a subcommittee recommendation that President Minudri be authorized to appoint a special committee charged with discussing ASCLA's future. The committee, made up of representatives of ASCLA, COPES, the Committee on Organization, and the Executive Board, is to bring an ASCLA proposal to the spring board meeting. The board approved the recommendation and voted up to $10,000 to fund the committee.

The board also authorized the Directions and Program Review Subcommittee to meet with all division leaders to explore their values and issues relating to ALA as well as their own needs. During Annual Conference and Midwinter the subcommittee was authorized to meet with leaders of the American Library Trustee Association and the Young Adult Services Division to assess their fiscal situations and future requirements.

Strategic planning

Thomas Alford, chair of the Planning Committee, reported on the success of the committee's Oct 12–14 meeting. The committee reviewed the 17 draft critical objectives and 42 proposed strategies drafted at the staff summer planning meeting (*AL,* Sept., p. 581). The Planning Committee chose six of the 17 as being of primary importance in 1987–88 and asked the staff group to refine them and review the others.

The committee accepted the two themes selected at the summer meeting, "Developing Human Resources for Library and Information Services" and "Enhancing Access to Information through New Technologies," for 1987–88, but expressed concern that annual themes might detract from longer-term commitments. Discussions will continue at Midwinter.

Info tech report

Gary Facente, associate director for publishing services, presented a 19-page preliminary plan for expanding his unit program through the new Information Technology Publishing Section (ITPS). Galvin told the board the plan "is not a radical, new departure but a natural outgrowth of activities that have been under way for some time."

Maintaining that ALA has an obligation to lead in the use of technology, the paper analyzes the current environment in library publishing and suggests marketing and production strategies and plans, noting relationships to ALA strategic planning priorities.

Treasurer Schuman warned of the high

*President Regina U. Minudri, President-elect Margaret E. Chisholm, Treasurer Patricia Schuman, Immediate Past President Beverly P. Lynch, Patricia Wilson Berger, Margaret L. Crist, Arthur Curley, Elizabeth Futas, Duane F. Johnson, David P. Snider, Carla J. Stoffle, and Luicille C. Thomas.

To enhance the videocassette's role in libraries

In recognition of the 75th anniversary of Andrew Carnegie's gifts to libraries, the Carnegie Corporation commissioned a consultant study that has grown into a proposed $560,673 ALA/Carnegie project called "Enhancing the Role of Videocassettes in Libraries." Endorsed by both the Public Library Association and the ALA Executive Board, the proposal will be considered by Carnegie Corporation trustees in December.

The project recognizes that videocassette technology has created a new realm of library service. Current collections, however, consist primarily of popular, easily available entertainment, while educational materials remain little known, scattered, and unorganized.

The comprehensive project aims to create a printed videography of recommended tapes, develop three tapes on the use of video by libraries, administer an endowment that would solicit proposals and donate videocassette recorders to the 1,681 Carnegie libraries, develop a training program for librarians in the use of the technology, and conduct a study to determine the feasibility of setting up a video-buying cooperative.

The project builds on ALA's historical relationship with Andrew Carnegie and its current service to libraries in the area of technology. The project directors are Peggy Barber and Gary Facente, assisted by Donna Kitta, Paul Kobasa, Joel M. Lee, and Eleanor Jo Rodger.

risk in hi-tech publishing, but Arthur Curley countered that ALA could find ways to contain the risk. He complimented Facente and ITPS manager Joel Lee for their imagination and foresight in presenting the "exciting and workable possibilities."

Other board actions

The Executive Board also:

- received with gratitude and enthusiasm a 134-page report to Associate Executive Director Peggy Barber called *Communications Analysis and Plan for the American Library Association.* Eleven years ago the Public Relations Board, Inc., had prepared a review and plan for ALA's fledgling Public Relations Office. Now PRB, a Needham Porter Novelli Company, prepared a communications audit for the unit with suggestions on developmental directions and priorities for the future. The report noted a trend toward more materialistic, profit-oriented goals in the society and recommended an even more aggressive ALA communications program with increased personnel and funding.
- endorsed a proposal for an ALA/Carnegie Corporation partnership, "Enhancing the Role of Videocassettes in Libraries" (see box).
- approved a Library and Information Technology Association request to hold a second annual conference Oct. 2–5, 1988, at the Hynes Convention Center in Boston. The theme: "Effective Technology, Excellent Service: Putting the Pieces Together for the Libraries of the '90s."
- accepted Conference Arrangements schedules for Annual Conferences next June 27–July 2 in San Francisco and July 9–14, 1988, in New Orleans and for Midwinter Meeting (revised) Jan. 9–14, 1988, in San Antonio. The board also selected Los Angeles as site for the 1993 Annual Conference, although the conference manager recommended Anaheim, Calif., as less expensive.
- authorized the establishment of the PLA/ALTA Public Library Trusteeship Program, a three-year agreement between ALA and Marshall & Ilsley Trust Co. The program was formerly called the Public Library Fund.
- referred the ALA Pay Plan Policy to the board Personnel Subcommittee, recommending that the committee and management review pay plan policy and codify the objectives.
- authorized the executive director and the chief financial officer, with the treasurer, to secure refinancing of the Huron Plaza property mortgage at lower interest rates.—*L.R.P.*

McDermott appointed to intellectual freedom office

ALA member Patrice McDermott, who formerly served at the Jimmy Carter Presidential Library in Atlanta, was appointed assistant director of the Office for Intellectual Freedom effective Nov. 3.

At the Carter Library, McDermott won a National Archives and Records Administration Archivist's Achievement award for designing an online thesaurus for PresNet, the Presidential libraries system network.

McDermott holds a doctorate in political science from the University of Arizona, an MA from Brown, and an MLS from Emory.

ALA Handbook available. The *ALA Handbook of Organization 1986–87* is mailed automatically to all personal members who hold an office or an appointment in ALA and its units.

If you are an ALA personal member who holds no office or appointment and you wish a free copy of the *Handbook*, write to Elaine Wingate, Executive Office, ALA, 50 E. Huron St., Chicago, IL 60611. (Include your membership number.)

The *ALA Handbook of Organization and Membership Directory* is mailed automatically to all organization and life members.

Other new faces at HQ

Rob Carlson began working as deputy system manager of ALANET, the ALA electronic information service, on Oct. 13. Carlson is now responsible for ALANET operation and management, and edits its online newsletters, including the *ALA News Bulletin, Intellectual Freedom Alert*, and new projects being developed.

Carlson formerly served as micro program liaison at the AMIGOS Bibliographic Council, Inc., in Dallas. He received his MLS at Western Michigan University.

Chief Financial Officer Susan Odmark recently announced two new appointments. David Booz, former controller and financial operations manager at the Field Museum of Natural History, became ALA controller Oct. 27. Booz earned an MBA at the University of Chicago business school.

Also on Oct. 27 Jerrold E. Cohen came to ALA as director of financial systems. Cohen had been accounting manager at Metropolitan Chicago Healthcare Council; he has a bachelor's degree in accounting from the University of Illinois.

Sandy Cooper resigns

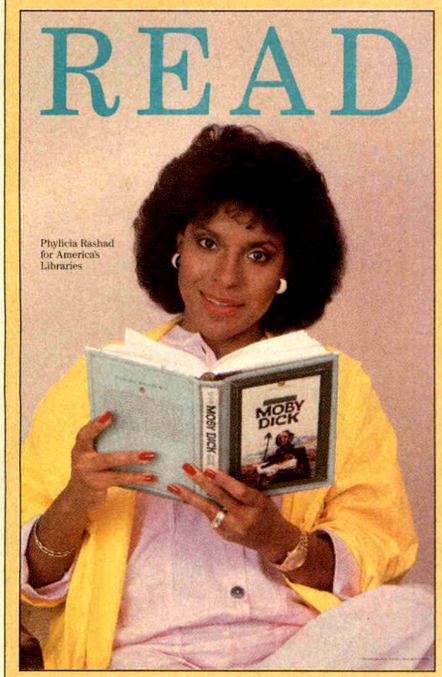
After nearly 10 years as executive director of the Association of Specialized and Cooperative Library Agencies, Sandra M. Cooper announced her resignation effective Dec. 31.

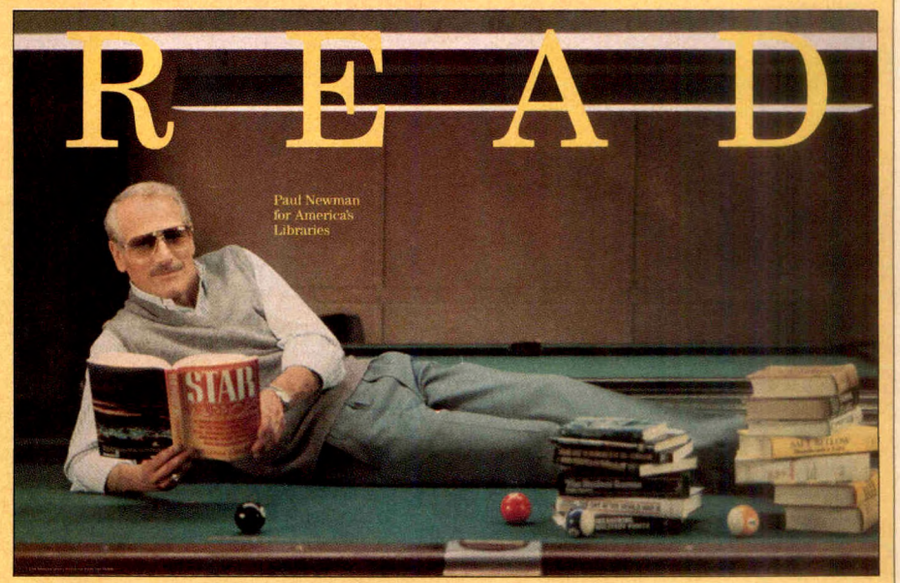
At ASCLA, Cooper developed and directed the $1.4 million "Let's Talk About It" project funded by the National Endowment for the Humanities. The three-year reading and discussion project involved local libraries in 30 states.

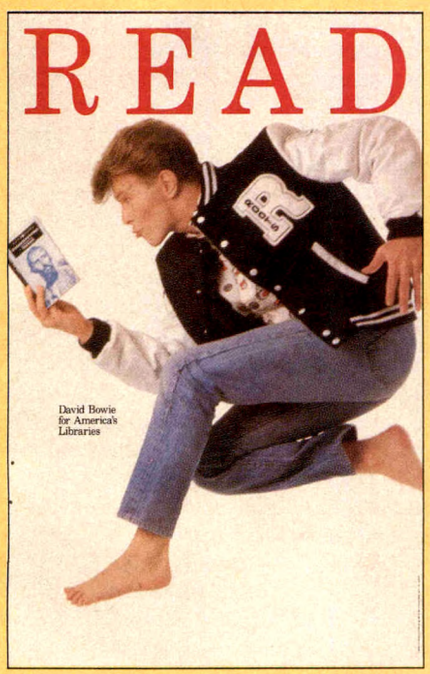
Cooper, who served as parish librarian in the De Soto Parish Library in Mansfield, La., received her MLS at Louisiana State University.

ala help exchange

- Should the Reference and Adult Services Division (RASD) continue to publish the annual list of Notable Books? A drop in sales of the brochure threatens funding for the Notable Books Council, so RASD has appointed an ad hoc Committee on the Future of the Notable Books. The committee needs your comments on the uses, content, and importance of the brochure to publishers, authors, and readers. Send comments, with suggestions for changes and improvements, to Andrew Hansen, Executive Director, RASD, ALA.







Look who's reading

Rock star David Bowie, film star Paul Newman, actress Diahann Carroll, featured on "Dynasty," and Phylicia Rashad of "The Bill Cosby Show" join ALA's "Celebrity Read" poster series for 1987, the Year of the Reader.

Bowie says he reads 50 to 100 books a year. Carroll likes to read in bed and on planes. Newman's favorite current reading is *Star Warriors* by William Broad and *The Dead Sea Scrolls* by Edmund Wilson. Posters are $4 each from ALA Graphics, Public Information Office at Headquarters.

In other Year of the Reader activities, library users across the U.S. will have a chance to vote for current and childhood favorites, worst book, and favorite time and place to read in a poll organized by ALA's Public Information Office. An official "Year of the Reader" ballot, ready to be reproduced and distributed by local libraries, will be included in the 1987 Library Publicity Book ($4 from ALA Graphics). Results can be announced locally and forwarded to PIO for national competition.

To receive a free copy of the ballot and instructions, send a postcard request to the Public Information Office at ALA Headquarters.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. Further information is available from Ruth Ann Jones, marketing associate.

Guide to Reference Books, 10th edition, by Eugene P. Sheehy. With more than 14,000 annotations, the new work includes 30 percent more entries than the 1982 edition. 1,582p., $50, AP:ACI (0-8389-0390-8, 85-11208).

Industrial and Commercial Libraries: An Introductory Guide, by the Library Association Industrial Group. Published by the Library Association, London, and distributed exclusively in the U.S. by ALA Publishing Services. 56p., $8.50, AP:Q (ALA order code L577-4).

Effective On-The-Job Training: Developing Library Human Resources, by Sheila D. Creth. 176p., $15.95, AP:ABCDIJ (0-8389-0441-6, 86-14187).

Library Association Yearbook 1986: Charter, Byelaws, Members, and Officers of the Association. 394p., $30, AP:Q (ALA order code L677-0).

ala unit offerings

Financial Assistance for Library Education Academic Year 1987–88, Standing Committee on Library Education (SCOLE). Booklet, $1 from SCOLE, ALA.

Optical Information Systems in Libraries, audiocassettes of Library and Information Technology Association (LITA) preconference institute June 26–27. Full set of 17 presentations $85, individual tapes $9.95, with 10 percent discount for LITA members, from Information Yield, 311 Stonecrest Dr., Syracuse, NY 13214.

ALA & you

Video demonstrates how to cope with fire—and patrons

Two new videos demonstrate how libraries deal with fires and disruptive patrons.

"Aftermath of a Fire," the lead story in the second issue of *Library Video Magazine*, shows how the Los Angeles Public Library is coping with the devastation left by two major fires. The new quarterly half-hour video takes viewers from coast to coast for on-the-spot library news coverage.

The December issue also covers the rebirth of the Hollywood Regional Library after its own tragic fire, the "Information Literacy" program at Cornell University's Mann Library, Norman Stevens' collection of library curiosities, music in children's services, and controversy over library public art.

Available in VHS, Beta, and 3/4-inch, *LVM* is $199.95 a year to a charter subscriber. After next June, the cost will be $249.95. For a subscription, a brochure, or a preview, write Donna Kitta, ALA Video, at Headquarters.

A Library Survival Guide: Managing the Problem Situation is the latest training tape from the Library Video Network of Baltimore, Md. An attorney, a police officer, mental health professionals, and librarians discuss the best ways to deal with disruptive patron situations. The $130 tape is recommended for all library personnel.

ALA is the exclusive sales distributor of the professional development video programs produced by the Library Video Network. To order, write ALA Video at Headquarters.

Anniversary year

COSWL: The rights of the majority

The Committee on the Status of Women in Librarianship sums up its first decade

by Betty-Carol Sellen and Cynthia J. Johanson

"TO OFFICIALLY REPRESENT the diversity of women's interests within ALA and to insure that the Association considers the rights of the majority (women) in the library field," ALA created the standing Committee on the Status of Women in Librarianship (COSWL) in 1976.[1]

All this year COSWL is celebrating its 10th anniversary. In its first decade, the committee has been successful in consciousness-raising, documenting the history and status of women librarians, and showing the opposition that women's issues won't just go away. Women have made a few inroads into positions of power, but they still have a long way to go.

The committee traces its roots to the librarians who brought women's issues to the forefront in the Association. In "Disadvantaged Majority," an April 1970 article in *American Libraries,* Anita Schiller wrote that the library profession was far behind other professions in showing concern for women, despite "alarming signs of growing inequality for women in librarianship."[2] She challenged ALA to change its "do nothing" policy. "Can the ALA continue to countenance basic social injustice within the profession which it represents?" Schiller asked.

Betty-Carol Sellen, associate librarian for public services at Brooklyn (N.Y.) College, currently chairs the Committee on the Status of Women in Librarianship. **Cynthia J. Johanson,** assistant chief, MARC Editorial Division at the Library of Congress, is a former chair of COSWL.

At the COSWL anniversary launching last June, Anita Schiller, winner of the 1985 ALA Equality Award, greets Kathleen Weibel.

Soon after Schiller's article was published, the Social Responsibilities Round Table (SRRT) created the Task Force on Women, now the Feminist Task Force. In 1973, some thousand people attended an ALA Annual Conference program on the welfare of women in librarianship, and several local library groups, library schools, and state associations sponsored programs on women's issues.[3] The following year, the task force preconference on "Women in a Woman's Profession: Strategies" generated a variety of resolutions for ALA Council.

Clara Jackson and Zoia Horn introduced a "Resolution on an ALA Committee on the Status of Women in Librarianship in the U.S.A." to Council at the 1975 Midwinter Meeting and Annual Conference, but no action was taken. In the fall of that year, the Executive Board authorized President Allie Beth Martin to appoint an ad hoc committee. Chaired by Elizabeth Dickinson Nichols, that committee spelled out COSWL's need to exist, and the ALA Centennial Conference accepted it the following June.

Fulfilling the charge

At the 1978 Annual Conference in Chicago, Council passed COSWL resolutions on comparable pay for comparable work, and mandatory salary data in employment advertising and services established by ALA. COSWL also fought for the Equal Rights Amendment and participated in the campaign that moved ALA conferences out of non-ratified states. Later COSWL resolutions supported conference child care, the Nestle boycott, and affirmative action monitoring in the ALA *Standards for Accreditation.*

In May 1979, COSWL received an ALA Goal Award to study career development of ALA members as a first step toward compiling a profile of women in librarianship. The project directors, Kathleen Heim and Leigh Estabrook, published their findings in *Career Profiles and Sex Discrimination in the Library Profession* (ALA, 1983).

On Account of Sex: An Annotated Bibliography on the Status of Women in Librarianship 1977–1981 by Kathleen Heim and Katharine Phenix was published by ALA in 1984. Phenix and a subcommittee continue this work with ongoing annual compilations. Other COSWL publications include a slide-tape show, *Women as an Underserved Population,* available from COSWL or for rental from ALA Headquarters Library. A special brochure detailing women's resources in Chicago was prepared for the use of IFLA '85 conference delegates.

A Carnegie Reading List grant financed *Your Library: A Feminist Resource,* a set of 11 bibliographies by Neel Parikh and compilers Joan Ariel, Deb Briggs, Jeri Ewart,

Joan Fiscella, Michele Leber, Margaret Myers, Jacquelyn Marie, Patricia Padala, Sarah Pritchard, Susan Searing, Gurley Turner, Eva Sartori, Mary Vela-Creixell, and Sarah Watstein. The subjects are: Images of Women in Literature, Job Hunting for Women, Women in Management, Black Women, Pay Equity, Women's Studies, Lesbians, Chicanas, Women's History, Rape and Domestic Violence, and Child Sexual Abuse.

Other activities

Each year since 1980 COSWL has monitored the Council election nominations to ensure that women are fairly represented. The factors analyzed also include geographical representation, type of library, job position, and representations by divisions and round tables. Barbara Ivy will distribute her report on the 1986 nominees to the next ALA Nominating Committee.

In 1982 COSWL won a $5,000 Bailey K. Howard-World Book Encyclopedia-ALA Goal Award to study women who had interrupted their careers for periods of two to 20 years and wanted to return to the profession. The results were published in *Women Librarians Re-entering the Work Force* in 1985.

The committee worked closely with ALA Past President E.J. Josey to develop goals for a special Commission on Pay Equity. In 1986 Council voted to establish a permanent committee to act on pay equity for librarians.

COSWL's Legislative Subcommittee, now chaired by Kay Cassell, has produced fact sheets on pay equity, social security, pensions, ERA, child care, insurance, abortion, economic equity, and health risks of VDTs. These sheets have been distributed widely. This year, COSWL became a member of the ALA Legislative Assembly and will continue to be a strong voice for the concerns of women in the governmental arena.

Founders Zoia Horn and Clara Jackson recall their founding resolution of 1975.

COSWL officially represents ALA in Federation of Organizations for Professional Women, National Committee on Pay Equity, and National Women's Studies Associations meetings. The committee also has been represented at the National Women's Conference (Houston 1977), Coalition for Women in the Humanities and Social Sciences, NOW Public Interest Group, Special Libraries Association, American Society for Information Science, and Women Library Workers conferences, among others. The committee is now working with the Status of Women in Librarianship Special Interest Group of the Library Association of Australia (LAA) to help plan an international forum on women in libraries as a 1988 LAA/IFLA preconference seminar.

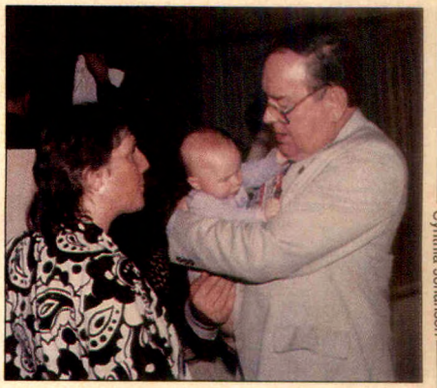
Commemorative quilt

To conclude its 10th anniversary year, the Committee on the Status of Women in Librarianship will raffle off a commemorative quilt designed on the theme "Celebrating women in libraries" at Annual Conference in San Francisco. Last June the committee commissioned Susan Searing and the Wisconsin Women Library Workers to coordinate the quilting project. Nancy McClements designed the quilt with 18 circles, and volunteers throughout the country received general instructions and fabric swatches this fall.

In 1984 COSWL sponsored a joint planning session with the SRRT Feminist Task Force. Out of that meeting came a call for an assessment of what state library organizations were doing for women. Since the committee is charged with collecting information and identifying resource needs, this seemed like an appropriate assignment. Last year Barbara J. Ford sent a questionnaire to state associations and found that 37 have some kind of programming on women's issues, but few groups collect data.

The next decade

The Committee on the Status of Women in Librarianship has more than enough to do to fill another decade with outreach, research, and reporting. Katharine Phenix and her subcommittee plan a second cumulation of the annotated bibliography on the status of women in librarianship, and a new subcommittee, chaired by Barbara Ivy, has been formed to develop ideas for enhancing women's career paths. The subcommittee is planning a workshop for library trustees, examining the current legal status of affirmative action and equal employment opportunity, reviewing ALA policies on library personnel practices, and grappling with a response to women seeking help in sex discrimination cases.



Cynthia Johanson

Former COSWL members Katharine Phenix and Norman Horrocks, with Phenix's son Spencer, discuss child-care issues.

Another subcommittee, working with the Feminist Task Force, is planning a 1987 preconference titled "Librarians as Colleagues: Working Together Across Racial Lines." The agenda will attempt to insure that issues of concern to all women librarians receive attention. Mary Walters and her COSWL subcommittee are working on a proposal for an oral history of minority-women librarians.

More study and research is needed to discover why relatively few women have advanced into library power positions. Is it due to some difference or "disability" on the part of women, or is it the result of bias, prejudice, and oppression? Women continue to be second-class citizens in society, which affects the whole profession, and requires that COSWL expand and strengthen the coalitions with other concerned groups.

We have acquired more knowledge about our past contributions to the profession; we have gained more experience in organizing on many levels for influence and power; and, we have found that we possess more than enough energy to move ahead and make new gains in equality for women. □

Notes:

1. "Women in Librarianship, Status of." *ALA Handbook of Organization* 1986/1987. Chicago: American Library Association, 1986, p. 23.

2. Schiller, Anita R. "The Disadvantaged Majority: Women Employed in Libraries." *American Libraries,* April 1970, p. 345.

3. Myers, Margaret and Mayra Scarborough. *Women In Librarianship: Melvil's Rib Symposium.* New Brunswick, N.J.: Rutgers University Graduate School of Library Service, 1975.

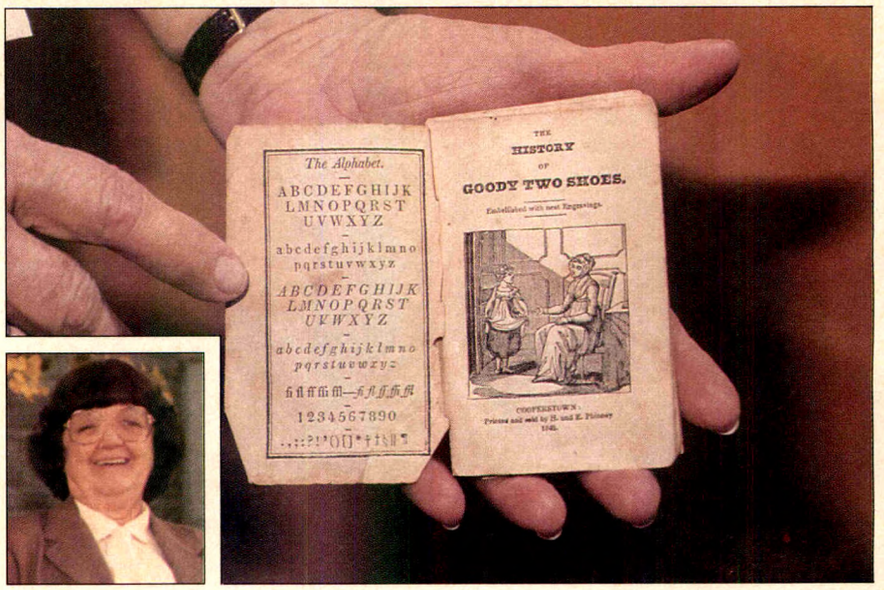
Librarian force behind new children's research center

"Most universities tell faculty to market their uniqueness, so I marketed what we had: video interviews, correspondence, unpublished lectures, and personal contact with authors," said librarian Ophelia Gilbert. She directs the newly established children's library and research center within the main library at Central Missouri State University, Warrensburg.

The Board of Regents approved this Midwest Research Collection in Literature for Children and Young Adults in August. Gilbert's brainchild has been growing ever since.

A manuscript depository, perhaps the most distinctive part of the collection, grew out of the university's annual Children's Literature Festival. In the 18 years it has operated, more than 150 authors from the field of children's literature have visited the campus, meeting about 3,500 children and 400 adults each session. The Ward Edwards Library and the College of Education and Human Services sponsor the event.

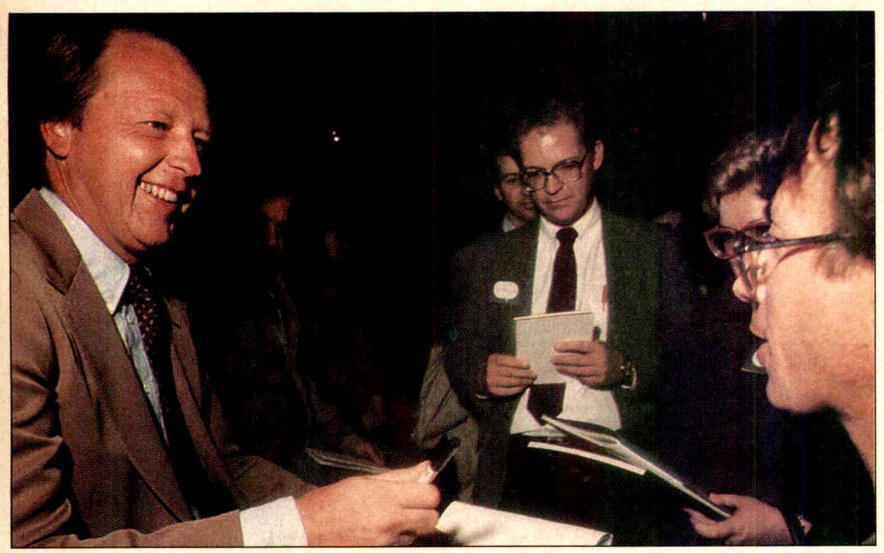
"Because of the rapport we have developed with these writers, we have been able to ask many of them if we could be the depository for their professional correspondence, papers, and manuscripts," Gilbert said.



"History of Little Goody Two Shoes," published in 1842, was one of the earliest stories written for children in the chapbook series, according to Ophelia Gilbert (inset).

The Midwest collection occupies three library rooms, one of which houses a circulating collection of 30,000 volumes. A second AV area holds 17,000 items and previewing equipment. A third room features a historical collection of 4,700 titles. This large, secured space contains children's and YA literature from 1788 to1940, including about one thousand titles published before 1860 and several popular chapbooks that were sold by peddlers along the countryside.

"Our aim is to become similar to the Kerlan Collection at the University of Minneapolis," she told *AL,* "complementing other collections and broadening the base for research in children's literature."



Tom Hubbard

At left, Jim Davis, creator of* Garfield *and* U.S. Acres, *exchanges ideas with visitors.

OSU celebrates cartoon art

Twenty professional participants, hundreds of original drawings and animated cartoons, and 200 registrants came together for the second triennial Festival of Cartoon Art at Ohio State University Oct. 17–19. Spearheaded by the university's Library for Communication and Graphics Arts (LCGA), the month-long celebration began with an Oct. 1 exhibit on cartoons and the movies at the Public Library of Columbus and Franklin County. It culminated in three days of panel discussions by professional cartoonists and additional exhibits and film showings.

Lucy Caswell, director of the LCGA, reported the library has the largest collection of cartoon art and adjunct papers in the U.S. Its holdings also include the archives of the Association of American Editorial Cartoonists and the National Cartoonists Society.

At the festival, panelists such as *Garfield*'s Jim Davis (see photo), *Sylvia*'s Nicole Hollander, and Sam "Scrawls" Rawls of the *Atlanta Constitution* discussed "Creative Freedom and the Cartoonist, or, What Do You Mean I Can't Draw That?" and "Women and Cartoon Art," among other subjects.

"I'm received as a sort of ally by the professional," Caswell said. "Cartoonists have such a growing consciousness of the need to preserve their work because it once was treated so casually. . . by *everyone*."

A 68-page exhibition catalog includes an essay by Milton Caniff and Jules Feiffer. To order, send a check for $5 (payable to Ohio State) to the LCGA, 242 W. 18th Ave., Columbus, OH 43210-1107.

Chicago Public Library location for filming of *The Untouchables*

For the first two weeks in September the Chicago Public Library Cultural Center on Michigan Avenue was transformed into an Al Capone-era courthouse for the filming of Paramount Pictures' feature film *The Untouchables*.

Assistant Commissioner Danielle Nichols assisted the 120 crew members and kept the library operating and staff and patrons informed.

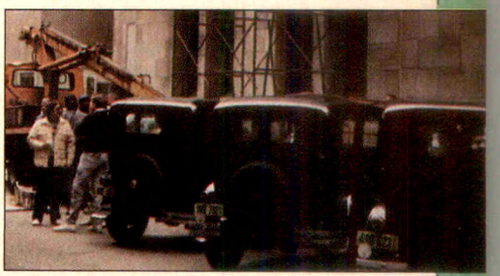
On behalf of the library, CPL Commissioner John Duff accepted a generous sum from Paramount toward matching a $1 million CPL challenge grant from the National Endowment for the Humanities to supplement the book budget. He invited Paramount to premiere the film—which stars Robert DeNiro and Sean Connery—at the recently restored Chicago Theater next spring.

For film students, set designer Patrizia Von Bardenstein gave a talk in the CPL theater on recreating the 1930s. At the same time as *The Untouchables* shoot, eight other feature-length films were being made in Chicago.

Danielle Nichols

A stunt man leaps from the CPL roof as actor Kevin Costner, who plays Eliot Ness, watches. The target is a giant air pillow (below) set up in Garland Court where '30s cars are parked in the "courthouse" parking lot. On an inside stairway (left) a Paramount crew adjusts the camera to shoot Billy Drago, playing Frank Nitti, as he climbs down a rope from the roof over Preston Bradley Hall (far left).

At bottom left, Drago poses with Assistant Commissioner Danielle Nichols.



bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS

Landmarks

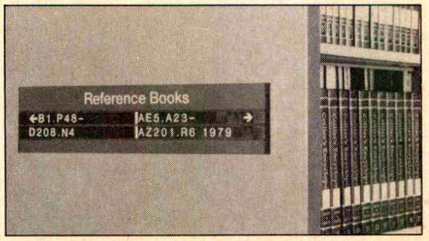
☐An Oct. 5 ceremony marked the rededication of **Bethel College Library** in North Newton, Kans. ☐The Dibner Library of the History of Science and Technology, part of the **Smithsonian Institution Libraries** in Washington, D.C., celebrated its 10th anniversary in October with an exhibit of annotated rare books spanning a period of 443 years, from 1469 to 1912. *Nota Bene* closes at the end of December. ☐The **University of Kentucky Libraries** in Lexington recently acquired the system's 2-millionth volume and held a day-long program to celebrate. Festivities included a three-part symposium, a carnival, an exhibit, and a reception with Vartan Gregorian, president of the New York Public Library. ☐The new Erie County Correctional Facility Library in Buffalo, N.Y., one of the state's largest prison libraries, opened Sept. 25. The library, a unit of the **Buffalo & Erie County (N.Y.) Public Library,** has more than doubled in size to 7,500 square feet. ☐The **National Indian Law Library** of Boulder, Colo., is now in its 14th year of service. ☐To better serve the visually impaired, **Yonkers (N.Y.) Public Library** began an audio books collection at the Grinton I. Will branch on Sept. 16. The library received a $1,000 donation from the Lions Club of Yonkers to further support the 200-title collection. ☐The 10-volume *Concise Encyclopaedia Britannica in Chinese* was unveiled during an Oct. 7 symposium sponsored by **Britannica** and the Center for the Book in the Library of Congress James Madison Memorial Building. The set is essentially a word-for-word translation of *Micropaedia,* the ready-reference section of Britannica's 15th edition, and is the first non-Marxist reference work in the People's Republic of China, according to Frank Gibney, vice chairman of the board of editors for the project. The encyclopaedia was edited by staff of the *Greater Encyclopedia of China* in Beijing.

Supplier Announcements

☐WESTLAW will now include access to state statutes because they are the information most asked for by the database's users, according to Gerard L. Cafesjian, vice president of marketing and sales for **West Publishing Co.** In addition, the company is releasing *The West Collection,* an illustrated book about its permanent collection of law-related contemporary American art. The collection includes the work of well-known and up-and-coming artists. The introductory price is $45, and a collector's limited edition is $90. Call Gary Schmidt at 612-228-2500. ☐**The Faxon Co.** in Westwood, Mass., has introduced a full-function routing module for serials management available to MicroLinx Check-in users. Call Faxon's LINX sales at 800-225-6055 or 617-329-3350. ☐**Dun & Bradstreet Corp.** has acquired Market Data Retrieval, the supplier of the Electronic Yellow Pages and the Electronic Directory of Education on Dialog. The files were renamed D & B, Electronic Yellow Pages. Call Online Customer Services at 201-299-0181 or 800-223-1026 in New Jersey. ☐**AMIGOS** Bibliographic Council has added a nationwide toll-free number, 800-843-8482. ☐**BiblioFile** is offering system enhancements that will allow libraries using personal computers to upgrade and maintain their own MARC record database in-house on CD-ROM laserdiscs, to set up a local area network, and to laser print pre-sorted catalog cards. Call The Library Corporation at 800-624-0559. ☐The **Dayton Hudson Corp.,** Minneapolis, Minn., recently announced that it will sell its B. Dalton Bookseller division. Proceeds from the sale are expected to pay outstanding debts of the Hudson corporation. With 777 stores, Dalton had 1985 revenues of $538 million. ☐**Gaylord Bros.,** along with Friends of Libraries U.S.A., is sponsoring a program to help libraries raise money through the sale of specialty products priced from 45 cents to $10. Libraries can buy the products directly from Gaylord or mail patron orders directly to the company to be filled. Sixty-day payment terms allow libraries to pay for orders through product sales instead of operating funds. For free sample fundraising kit, call James Dokoupil at 800-448-6160. ☐**Howard W. Sams & Co.,** a division of Macmillan, Inc., recently purchased the book publishing line of Hayden Publishing Co., in Hasbrouck Heights, N.J. Hayden, a publisher of computer and electronics titles, will expand Sams' line on the same subjects.

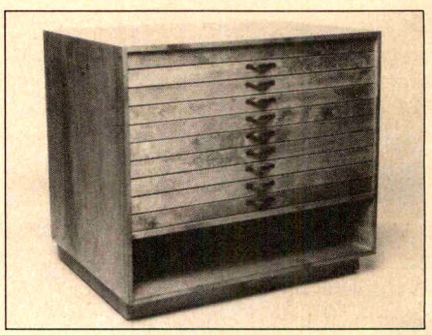
Product Potpourri

☐**Exterior and interior signs** for libraries are available from Modulex, Inc. Custom colors, sizes, and typefaces can be ordered to match library decor. Several lines are available. 2920 Wolff St., Racine, WI 53404; 800-632-4321 or 414-632-5330 in Wisconsin.



Sign system for easy letter changes

☐Rochester 100 Inc., a designer and manufacturer of **vinyl plastic envelopes** and holders, has a product line for computers that will protect floppy disks, wordprocessing records and related data. With electronically sealed edges, the holders are described as waterproof and greaseproof. Holders are also made to order by the manufacturer. POB 1261, 851 Joseph Ave., Rochester, NY 14603. ☐**Cabinets** of birch or oak plywood, designed to store artboards and flats, are equally suited for maps. Standard cabinet dimensions are 40″ high, 45″ wide, and 33½″ deep. Both standard and custom sizes have a formica top and an open storage area. The cabinet costs $645 from the manufacturer. Brian's Custom Woodworks, 5422 Bellingham Ave., #203, North Hollywood, CA 91607; 818-508-9181.



Cabinet/worktable

Grants

☐$32,000 from the Andrew W. Mellon Foundation to the **Northeast Document Conservation Center** to expand its preservation microfilming service. ☐$274,000 from the Skillman Foundation in Detroit to the **Detroit (Mich.) Public Library** to move the bookmobile and outreach services program for the elderly and homebound from a closed branch library to a newer one. ☐Nearly $20,000 in public and private funds to the **Dauphin County Library System,** Harrisburg, Pa., to encourage reading among first-graders, for a Spanish collection, and for a semi-annual literary magazine. ☐$1 million challenge grant from the Kresge Foundation of Troy, Mich., to the **New York University School of Law** for the building of a new underground library and the renovating of present facilities. ☐$500,000 from the Ahmanson Foundation to the **University of Southern California**/Los Angeles to help renovate and expand USC's architecture and fine arts library. The library will be named the Helen Topping Architecture and Fine Arts Library in honor of the wife of former university president Norman Topping.

—Helen O. Williams

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

young people

Children's book Q's and A's. *Name That Book!* provides over 1,700 questions for "Battle of the Books" games. The questions are grouped by grade level and reading difficulty, from primary grades (Q: "In what book does a goldfish warn Sally and her brother not to play with a strange-looking cat who shows up on a rainy day?" A: *The Cat in the Hat*) through junior high (Q: "Ponyboy thinks things could never get worse after his older brother hits him, but now Ponyboy and Johnny are running away from a murder rap. Name that book!" A: *The Outsiders*). Authors Janet Greeson and Karen Taha also provide rules for play, bulletin board ideas, and other suggestions. Includes author, title, and subject indexes. 258 p., $19.50 (0-8108-1908-2, 86-10207).

A companion software diskette for the Apple II line of computers contains 600 additional questions for students in the fourth grade and above to practice on their own or to acquaint themselves with new titles. $24.50 (0-8108-1946-5). The book and diskette are available as a set for $39.50. Scarecrow Press, POB 4167, Metuchen, NJ 08840.

Children's lit specialists. Over 400 experts from around the world are listed in the *International Directory of Children's Literature Specialists,* compiled by UNESCO for the International Board on Books for Young People.

The guide, edited by Leena Maissen, describes individuals who have experience and knowledge in the areas of writing, illustration, publishing and editing, bookselling, libraries, reviewing, research, and teaching. All of them have the ability, interest, and language proficiency to make a professional contribution to seminars, conferences, and workshops.

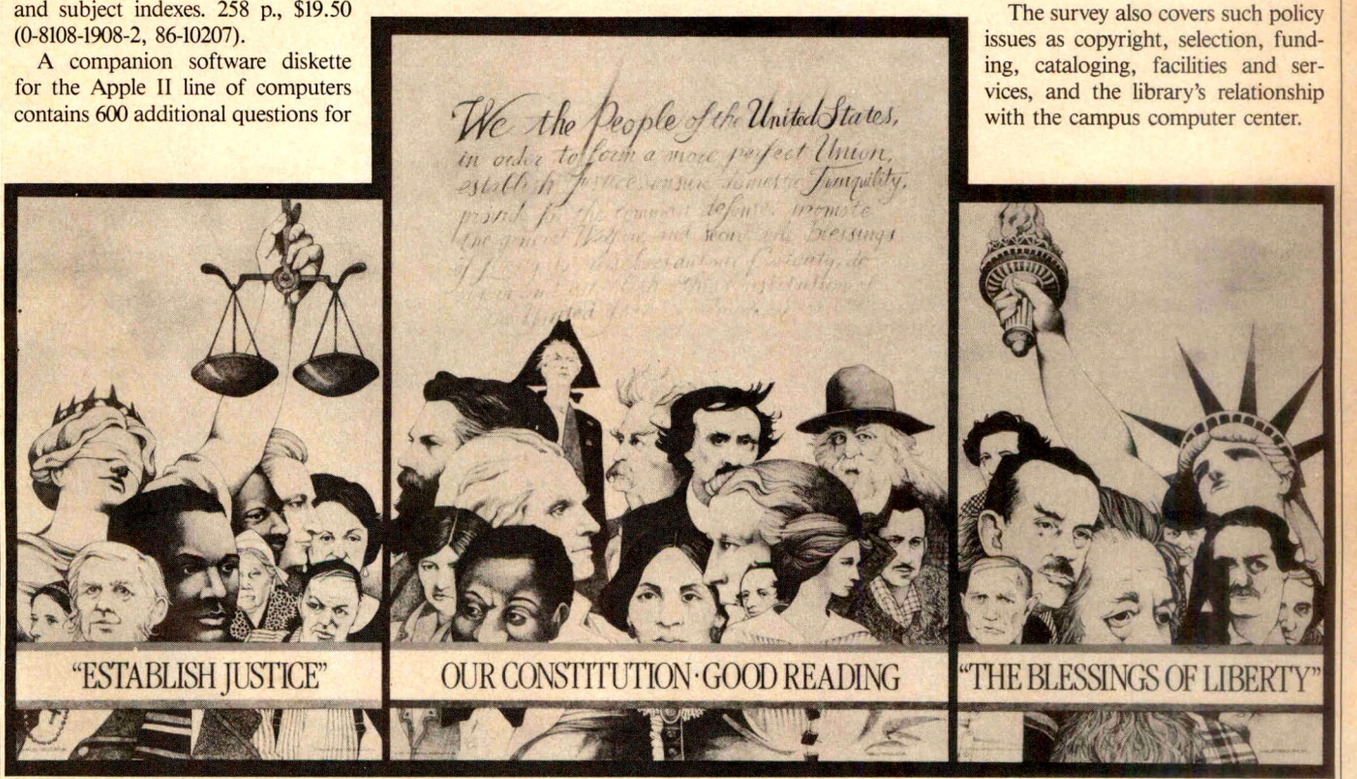
Entries, arranged alphabetically by country, give name, address, nationality, profession or title, languages, a description of professional activities, studies and training, areas of expertise, and other information. The 263-page directory is indexed by specialty area. $49 from K.G. Saur, Inc., 175 5th Ave., New York, NY 10010 (3-598-10623-8).

microcomputing

Software policy survey. *Microcomputer Software Policies in ARL Libraries* reports on a survey of 105 Association of Research Libraries member institutions conducted last December.

All but two of the 74 libraries that responded are acquiring microcomputer software for staff and administrative use, and 28 (38 percent) are circulating software to patrons. Twenty (27 percent) of the respondents reported special limitations to software acquisition and circulation; these included purchasing only programs that are compatible with in-house computers, circulating only software that is copyright-free or that accompanies a printed resource, and placing software in a reserve area.

The survey also covers such policy issues as copyright, selection, funding, cataloging, facilities and services, and the library's relationship with the campus computer center.



A Constitution Poster Triptych by illustrator Charles Mikolaycak commemorating the bicentennial of the U.S. Constitution is available from the Children's Book Council. The 17-by-22-inch center poster depicts American literary figures (from Washington Irving to John Steinbeck); the two 11-by-22-inch side posters feature proponents of civil liberties and human rights (from Harriet Beecher Stowe to Betty Friedan) and expatriates who immigrated to America for individual freedom (from Thomas Mann to Alexander Solzhenitsyn). The three full-color posters, plus a two-color schematic "who's who" key identifying the authors and their major works, are $27.50. For a brochure describing the triptych and other materials, send a 22¢-stamped, self-addressed #10 envelope to the Children's Book Council, 67 Irving Place, New York, NY 10003.

In addition to the survey results, the 114-page paperback (SPEC Kit no. 123) includes seven examples of acquisition and collection development policies, five examples of software use and circulation policies, two institution-wide committee/task force reports, and a brief bibliography. $20 prepaid ($10 to ARL library members) from SPEC, Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to "ARL Office of Management Studies."

A teleconferencing system for librarians using microcomputers has been set up by the Robert E. Kennedy Library at California Polytechnic State University at San Luis Obispo. Called the Online Librarian's Microcomputer User Group, or OLMUG, the service will allow ongoing discussions of microcomputer applications in libraries, cooperative assessment of software, and other support of microcomputer projects.

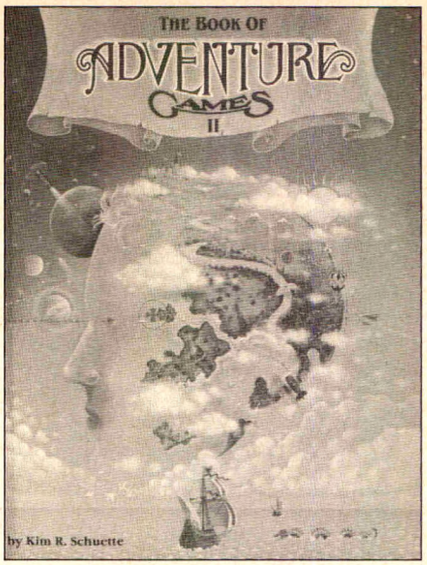
No signup charges or monthly fees are involved; users pay only for time spent online, at $17/hour during prime time (7 a.m. to 7 p.m. EST) and $10/hour at other times. For more information on OLMUG contact Brian Williams, Robert E. Kennedy Library, California Polytechnic State University, San Luis Obispo, CA 93407 (805-546-2649).

The Library Micro Consumer is a buyer's guide for librarians and other information professionals facing decisions on software selection. The guide, edited by Robert M. Mason and Stephen Enniss, describes over 200 software packages designed specifically for libraries, and provides overviews of word processing, database management, spreadsheet, and statistics programs.

Entries give the publisher, system requirements, price, excerpts from reviews, comments from users, and editors' notes. Comparison charts show the relative merits of programs in nine library applications, and four appendixes cover hardware selection, communications software, local area networks, and CD-ROM and related technologies. 302 p., paper, $29.50 from MRC Publications, 130 W. Wieuca Rd., Suite 208, Atlanta, GA 30342 (0-932393-03-9).

Lots of lists. *The Microcomputer Book of Lists* contains abstracts of 660 lists, buyer's guides, and comparison charts of microcomputer products, services, and organizations. The entries, arranged under 208 headings, are taken from the 1985 issues of 58 computer journals, from *A+: The Independent Guide for Apple Computing* to the *Whole Earth Review.*

The lists range from eight analog-to-digital converters for use with Tandy portables to 16 summer computer workshops around the U.S. Most lists contain seven or more items; many feature dozens of listings, and a few contain hundreds. The 114-page volume is indexed by author, computer, and magazine. $25 from Database Services, 2685 Marine Way, Suite 1305, Mountain View, CA 94043.



Games galore. *The Book of Adventure Games II* is a sequel to author Kim Schuette's earlier guide to microcomputer role-playing games, which was recommended by Patrick Dewey in his article on interactive fiction in the February *AL* (p. 132–137). The new volume features descriptions, illustrations, hints, and other information on 40 games, including the popular *Hitchhiker's Guide to the Galaxy* and *Gateway,* the first adventure game originally released only for the Macintosh. 250 p., paper, $19.95 from Arrays, Inc., 6711 Valjean Ave., Van Nuys, CA 91406 (0-912003-41-3).

instruction

Building Reference Skills *in the Elementary School* outlines library skills lessons designed to introduce reference tools to grade school students. Authors M. Ellen Jay and Hilda L. Jay cover works ranging from general encyclopedias to specific titles in the sciences, the fine arts, and other subjects; for each book, they summarize the contents, note useful characteristics, list skills involved in its use, and suggest activities.

The 187-page volume also describes activities that teach students to find facts, create bibliographies, take and organize notes, and write and revise papers. Finally, the guide suggests curriculum-related research projects in such areas as natural resources, the human body, and black history. $24.50 cloth (0-208-02098-5), $16.50 paper (0-208-02097-7) from Shoe String Press, POB 4327, 995 Sherman Ave., Hamden, CT 06514 (86-43).

BI bibliography. Over 1,000 articles and books on bibliographic instruction and library use are listed in *Library Instruction: A Bibliography, 1975 through 1985.* Compiler Tian-Chu Shih says that the work is the only single-volume bibliography to the field currently in print. Entries are arranged in four sections devoted to libraries in general, academic libraries, school libraries, and public libraries. The 140-page paperback is indexed by author and title key word. $14.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-236-9, 86-42607).

Criminal Justice Research *in Libraries* is an annotated, evaluative manual for beginning researchers in criminology. The book's purpose, say authors Marilyn Lutzker and Eleanor Ferrall, "is to make the process of library research logical, efficient, and—hopefully—interesting for its readers."

The guide tells users how and when to use encyclopedias, dictionaries, documents, conference papers, indexes and abstracts, statistical sources, bibliographies, and other specific items. Introductory chapters discuss communications theory, information flow, and efficiency in research. The volume also touches on widely available primary sources as well as resources for the study of criminal justice in other countries. Appendixes list useful LC subject headings, directories, and national commission reports. 168 p., $37.50 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24490-1, 85-17765).

new serials

Fare for fanatics. *The Fanatic Reader* is a new bimonthly review of the best articles from over 100 popular magazines. Each issue features dozens of abstracts of recommended articles appearing in publications ranging from *American Film* and *American Heritage* to *Woman* and the *Wall Street Journal,* along with subscription and reprint information. Coverage includes art, business and economics, history, law and civil liberties, lifestyles and popular culture, politics, science and technology, and "more good reading (but hard to classify)."

Subscriptions to the newsletter are $30 ($40 Canadian) for six issues from The Fanatic Reader, 9513 S.W. Barbur Blvd., Suite 162, Portland, OR 97219 (ISSN 0889-7972).

Specializing in speeches. Each issue of *Executive Speeches* reprints the full text of five to eight outstanding recent speeches by corporate executives. Occasional theme issues are devoted to a single topic, such as entrepreneurship, leadership, ethics, or productivity. In addition, each issue includes bibliographic listings of 30 to 50 recent speeches that are available from the publisher for 35¢ a page.

Annual subscriptions are regularly $60 for 12 issues, but *AL* readers can subscribe for a special introductory rate of $48—a 20-percent savings. *Executive Speeches,* POB 292437, Dayton, OH 45429 (ISSN 0888-4110).

Drug duo. Two new quarterly journals from Haworth Press deal with the abuse and therapeutic use of drugs.

- *Drugs & Society* will review contemporary issues in the field of substance abuse.

The premier issue, with a theme of "Perspectives of Drug Use in the United States," addresses such topics as drug laws and their enforcement, the deviance model of drug-taking behavior, women and drugs, and drug use in a cultural-anthropological context. One-year subscriptions are $28 for individuals, $32 for institutions, and $40 for libraries. (ISSN 8756-8233).

• The *Journal of Geriatric Drug Therapy* is devoted to the clinical use of drugs in treating older patients. The first issue features articles on programs to reduce drug-taking errors in the elderly, initial drug noncompliance in the elderly, determinants of over-the-counter drug use among the elderly, and drug-related problems in nursing homes and other facilities. One-year subscriptions are $24 for individuals, $32 for institutions, and $42 for libraries. (ISSN 8756-4629).

U.S. residents add $2 per subscription for postage; Canadian and Mexican residents add $7. Librarians may request sample copies on official letterhead from Haworth Press, 12 W. 32nd St., New York, NY 10001.

Mexican voices. *Voices of Mexico* is a quarterly publication of the National University of Mexico aimed at the general population of the U.S. The introduction to the inaugural issue states that the magazine "seeks to put forth Mexico's view of itself and of the world" and to "present a variety of different aspects of the national reality: how we see it, how we live it, and how we confront it."

In addition to features on Mexico's oil crisis, U.S. Ambassador John Gavin's resignation, the World Soccer Cup, and last year's earthquake in Mexico City, the first issue includes articles on such Latin American issues as the region's economic woes, the road to peace in Central America, and the seven years of Sandinista rule in Nicaragua.

One-year subscriptions are $10 ($14 outside North America) from Books on Wings, POB 59, Vista Grande Station, Daly City, CA 94016.

nonprint

Nonprint guide updated. The new second edition of *Organizing Nonprint Materials* has been completely revised to reflect the increased range and new formats of nonprint media since the publication of the 1972 first edition. The handbook examines the methods and problems involved in dealing with items ranging from sound recordings (including compact audio discs) and videocassettes to maps, pictures, and games.

The revised guide features a greatly expanded list of subject headings and provides examples of catalog entries for each type of nonprint material. In his preface to the second edition, author Jay E. Daily states that the book's object remains the same as that expressed in the original preface: "to establish a means for organizing collections of nonprint material so that greatest efficiency can match most effective service." 320 p., $49.75 U.S. and Canada, $59.50 elsewhere from Marcel Dekker, Inc., 270 Madison Ave., New York, NY 10016 (0-8247-7504-X, 86-13390).

CD selection guide. Over 1,500 rock, jazz, and classical CDs are evaluated in *Digital Audio's Guide to Compact Discs*, edited by Larry Canale. The reviews, taken from *Digital Audio* magazine, describe the content of the recording, give the playing time and other data, and rate the disc for performance and sound quality on a 1-to-10 scale.

The 341-page paperback also features a history of digital recording technology, a CD player shopping guide, and a descriptive list of recommended units. $11.95 from Bantam Books, 666 5th Ave., New York, NY 10103 (0-553-34356-4, 86-47651).

Vintage black film collection. In August 1983 film historian G. William Jones uncovered a collection of 30 films made between 1939 and 1953 by black directors to be shown to black audiences, primarily in segregated Southern theatres.

Of great interest in the study of black history and culture, the films include feature-length movies such as *Miracle in Harlem* (a murder mystery with a humorous subplot featuring Stepin Fetchit) and *Souls of Sin* (an Alabama musician comes to New York and meets up with a Harlem hustler), musical shorts, and newsreels.

Fourteen of the films are available in 16mm for purchase or rental as "The Tyler, Texas Black Film Collection" (named for the town where Jones discovered the movies). Each print features an introduction by actor Ossie Davis providing background on the Tyler collection and explaining how it reflects the black ideals and values of the period in which it was produced. For an illustrated catalog describing the films, write Phoenix Films & Video, 468 Park Ave. South, New York, NY 10016.

A scene from* Where's My Man Tonight?, *one of the features in the Tyler, Texas Black Film Collection.

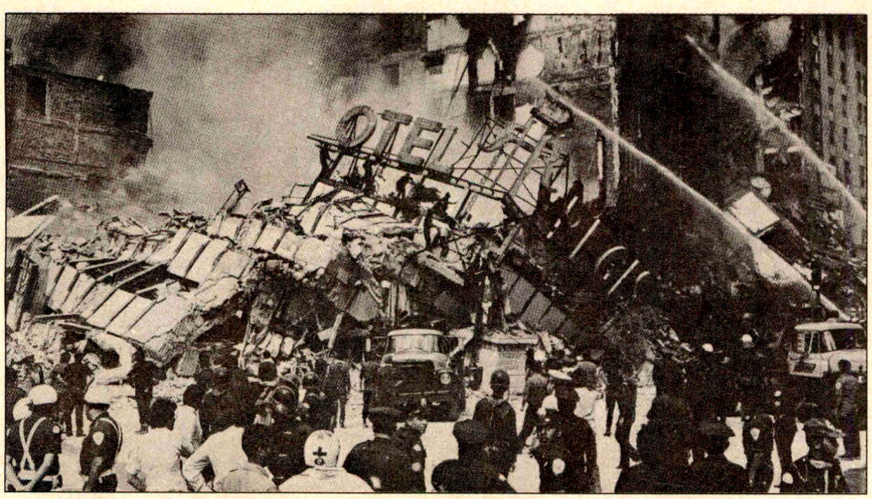
reference

Phone finesse. *A Librarian's Guide to Telephone Reference Service* calls itself the first book devoted to this aspect of reference work. Author Rochelle Yates covers the telephone reference interview, mechanical problems (the switchboard, transferring calls, putting callers on hold), the reference collection (including the development of in-house databases), training, evaluation, and promotion and publicity.

A large portion of the 136-page manual consists of an appendix reprinting the subject headings list used by the Detroit Public Library's community information and referral service. $19.50 cloth (0-208-02082-9), $14.50 paper (0-208-02083-7) from Shoe String Press, POB 4327, 995 Sherman Ave., Hamden, CT 06514 (85-24113).

Online omnibus. *Managing Online Reference Services* gathers 26 articles originally published between 1975 and 1984, by such authors as F.W. Lancaster, Herbert Goldhor, Mary Jo Lynch, and Pauline Cochrane.

The essays are grouped into eight sections devoted to planning for online reference, choosing services and databases, staff selec-



***The day after the devastating September 1985 earthquake in Mexico City. From* Voices of Mexico.**

tion and training, promotion and marketing, financial considerations, measurement and evaluation, microcomputers, and the impact of online services. Each section features an introductory overview by editor Ethel Auster and a list of additional readings. 408 p., paper, $35 from Neal-Schuman Publishers, 23 Cornelia St., New York, NY 10014 (0-918212-93-6, 85-21542).

Bohdan's best books. Bohdan S. Wynar, editor of the *American Reference Books Annual,* has compiled a one-volume guide listing the very best reference works published in the last five years.

Best Reference Books 1981–1985 annotates 1,050 titles culled from the more than 8,300 entries published in *ARBA* during the period. No reviews are included from previous *Best Reference Books* compilations.

The reviews have been updated to reflect new editions, price increases, and other changes. Entries are arranged in 34 categories under four broad headings: general reference, social science, humanities, and science and technology. 504 p., $45 U.S., $54 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-554-7, 86-15316).

The academic environment is the focus of *Reference Work in the University Library,* a practical guide for library school students and others new to academic libraries. Authors Rolland E. Stevens and Linda C. Smith describe the major user groups (undergraduates, graduate students, faculty) and their specialized information needs.

The first section of the text, "Reference Strategies," details approaches to such user needs as bibliographic verification, directory and biographical information, and statistical questions, as well as exploring bibliographic instruction and online searching. Part two, "Reference Sources," looks at major reference tools in the humanities, sciences, and social sciences, arranged by broad subject area.

The 436-page manual, designed as a companion volume to Rolland Stevens' and Joan Walton's 1983 *Reference Work in the Public Library,* is $37.50 U.S. and $45 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-449-4, 86-173).

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resources

Serious about slang. The *New Dictionary of American Slang,* edited by Robert L. Chapman, defines over 15,000 terms, many with examples of usage, derivations, and periods of usage. Based in part on Wentworth and Flexner's 1960 *Dictionary of American Slang,* the new work has been completely revised, reformatted, and updated to reflect the thousands of expressions that have entered the language over the past two decades from the counterculture, drug scene, blacks, college campuses, and other subcultures. 521 p., $21.95 from Harper & Row, 10 E. 53rd St., New York, NY 10022 (0-06-181157-2, 86-45086).

Basic Beatles book. *The Beatles: A Recording History* is designed by compiler Allen J. Wiener as a one-volume source containing information previously found in various Beatles reference works.

The bulk of the 614-page volume is devoted to a comprehensive chronology covering the group's activities and the members' subsequent solo careers through December 1986. Other chronologies detail the session-by-session recording history, U.S. and U.K. releases, bootleg records, unreleased recordings, and limited-release and other special records.

The work includes an extensive index and appendixes listing alternate versions of Beatles songs, appearances by the Beatles on other musicians' records, records by Beatles relatives (such as John's son Julian and Paul's brother, who recorded under the name "Mike McGear"), and other data. $29.95 plus $1.50 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-209-1, 85-43597).

"A milestone in medical dictionaries" is how publisher Merriam-Webster describes its new *Webster's Medical Desk Dictionary.* A number of lexicographical features set the work apart from other medical dictionaries (most of which have come from medical publishers): a single alphabetical listing for all entries, part-of-speech labels, pronunciation respellings, usage examples (many taken directly from leading medical writers and publications), and some 1,000 biographical entries.

In addition to the 55,000 entries, the volume includes an essay on the history and etymology of medical English, a table of signs and symbols used in medical communications, and a style handbook. 790 p., $18.95 from Merriam-Webster, 47 Federal St., POB 281, Springfield, MA 01101 (0-87779-025-6).

To market, to market. *Book Marketing Opportunities: A Directory* lists more than 2,000 channels for small publishers to market their products: 900 wholesalers and distributors, 300 bookstore chains, 215 book clubs, 220 mail-order catalogs, and hundreds of other services. Compiler John Kremer also notes over 4,000 publicity outlets, including 550 newspapers, 1,250 magazines, 1,200 radio shows, and 600 television programs. 288 p., paper, $19.95 plus $1.50 shipping (0-912411-10-4, 86-7994). A database version of the directory is available on disk for IBM PCs and compatibles for $299.

The publisher, Ad-Lib Publications (51 N. 5th St., POB 1102, Fairfield, IA 52556), also offers a number of other titles aimed at small publishers, including such guides as *101 Ways to Market Your Books* and *Book Marketing Made Easier,* and a *Directory of Short-Run Book Printers* listing 400 printers worldwide.

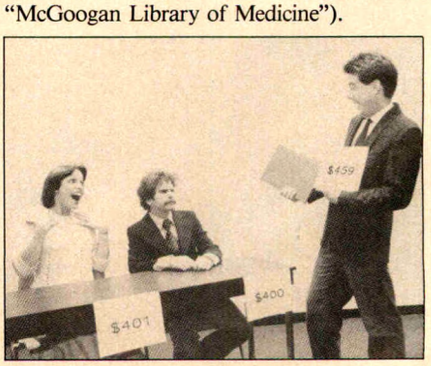
sourciana

Prime-time programming poster. The makers of the *Libraries' Golden Oldies* poster (*AL,* March, p. 218) are back with a new effort that imagines libraryland television programming.

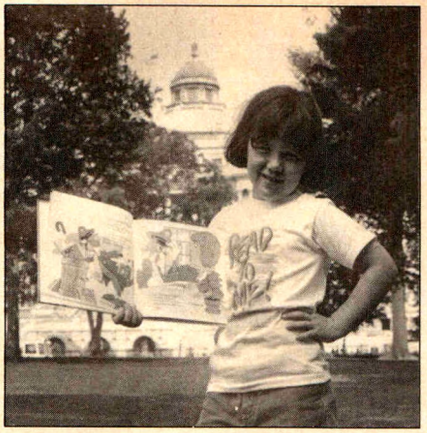
LTV—Library Television ("24-hour bibliographic entertainment") is a morning-to-late-night TV log that describes such shows as *I Love LC* ("LC and Ethel 'help out' at Ricky's library when they arrange the monographs by color"), *The Young and the Reference* ("Morganna plots to destroy Samantha's search strategy, while Naomi awaits word of Ted's reference interview"), *Welcome Back, Cutter* ("Vinnie and Washington play a mean trick on Cutter when they turn the shelf list drawers upside down and remove the rods"), and a documentary on *Feebasing—Harmless Kick or Dangerous Habit?*

For the small fry, there are children's shows like *Howdy Dewey* ("Howdy tries to convince Clarabelle that all knowledge really can be divided into 10 categories"), *Kukla, Fran, and ALA* ("Kukla is mistaken for an exhibitor's freebie and is thrown into a plastic bag"), and *It's the Public Access Catalog, Charlie Brown* ("Snoopy and the gang teach Charlie Brown a valuable lesson on access points").

The 15-by-21-inch poster is $2; the *Golden Oldies* poster is still available at the same price. Add $1.75 per *order* for shipping and send to The Poster Guys, McGoogan Library of Medicine, University of Nebraska Medical Center, 42nd and Dewey Ave., Omaha, NE 68105-1065 (make checks payable to "McGoogan Library of Medicine").



On* The Price Is Too High *contestants guess the prices of books and journals.



Read and wear. A "Read to Me" T-shirt from the Library of Congress's Center for the Book promotes the center's efforts to encourage parents to read to their young children. The 50/50 polyester/cotton shirts are available in a toddler size (2–4) for $6; youth sizes (small, 6–8; medium, 10–12; and large, 14–16) and adult sizes (small, 34–36; medium, 38–40; and large, 40–42) are $7 each. The youth and adult shirts come in white, light gray, and cream, the toddler in yellow only. Add $2 per order for shipping. Library of Congress Information Office, Box A, Washington, DC 20540.

systems

"Survival in an automated world" is the theme of *Systems Librarian and Automation Review,* a new monthly newsletter offering "tips and techniques to keep the beast operating once it is installed, and once the glow of newness and anticipation have worn off."

Among the features promised by editor and publisher Michael Schuyler (chief of support services at Kitsap Regional Library in Bremerton, Wash.) for future issues are "The Micro Enthusiast vs. the Mainframe Junkie," "Dealing with Ma Bell—the Right Way," "Hardware Maintenance Alternatives," "The RFP Process: How Vendors Give You What They Want Anyway," "Terminals as Political Turf: Is There a Solution?," and "When the Guru Leaves: Planning for Resignations." Regular features include "You're Crazy If You Do This," "Gremlin's Corner," and book and software reviews.

Subscriptions are $29 for 11 issues (July/August combined) from *Systems Librarian,* 27921 Lindvog Rd., Kingston, WA 98346.

The Impact of Online Catalogs, edited by Joseph R. Matthews, reprints seven papers presented at a 1983 ALA Annual Conference program sponsored by the Library Administration and Management Association's System and Services Section.

The program was prompted by the Council on Library Resources' two-year Online Catalog Project, which studied 17 online systems in 29 libraries. Researchers from J. Matthews and Associates, the Library of Congress, OCLC, RLG, and the University of California were asked to consider the results of the study from the viewpoints of systems designers, technical and reference services, users, and library managers. 146 p., paper, $29.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (0-918212-84-7, 85-32014).

Screen display discussions. *Online Catalog Screen Displays: A Series of Discussions* publishes the proceedings of a March 1985 conference held by the Council on Library Resources in Austin, Tex.

Edited by Joan Frye Willams, the volume includes speakers' presentations by Joseph R. Matthews, Fran Spigai, Kent Norman, Christine L. Borgman, Alan Kay, and Williams; reports from discussion groups; and a summary of the conference. The 225-page paperback, illustrated with dozens of screen displays, charts, and diagrams, is $7 prepaid from Screen Displays, Council on Library Resources, 1785 Massachusetts Ave., N.W., Washington, DC 20036.

A text for technicians. Designed for both beginning library technicians and those using a newly installed automated system, *Library Automation for Library Technicians: An Introduction* can be used as a textbook, a staff training aid, or a tool for independent study.

Author Joan I. Tracy begins by introducing the reader to the role and function of libraries, basic computer principles, and computer applications in libraries. The remaining chapters describe systems used for technical and public services and support functions in all types and sizes of libraries. The 171-page manual also includes a glossary of library automation terms and a bibliography. $16 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1865-5, 85-26233).

Automation decisions examined. Last spring the Association of Research Libraries conducted telephone interviews with 12 of its member institutions to explore the underlying reasons for how they chose to develop and implement their automated systems. The questions covered three broad areas: prepurchase or design decisions, responsibilities for system implementation and operation, and expectations for the future.

Results of the interviews are published in *Automated Library Systems in ARL Libraries,* the association's SPEC Kit no. 126. Among the decisions explored are purchase vs. design of a system, integrated vs. interfaced architecture, whether to base the system on minicomputers or mainframes, and decision-making by an administrator or by committee.

The 108-page paperback also reprints various documents on the planning process, implementation, and operational issues. $20 prepaid ($10 to ARL library members) from SPEC, Office of Management Studies, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Make checks payable to "ARL Office of Management Studies." □

LAMA
SMALL LIBRARIES PUBLICATIONS

Practical pamphlets providing direction and guidance to the administrators of small libraries. Developed by ALA's Library Administration and Management Association.

1. The Trustee of a Small Public Library, *by Virginia Young.*
   $1.25 12p. 0-8389-5514-2 1978
2. The Librarian as Administrator of the Small Public Library, *by Kathleen Mehaffey.*
   $1.25 12p 0-8389-5545-2 1978
3. Fiscal Responsibility and the Small Public Library, *by Andrew Geddes.*
   $1.00 12p. 0-8389-5546-0 1978
4. Public Relations for the Small Library, *by James C. Dance.*
   $1.00 12p. 0-8389-5547-0 1979
5. Personnel Administration in the Small Public Library, *by Brooke E. Sheldon.*
   $1.00 8p. 0-8389-5576-2 1980
6. Serving Children in the Small Public Library, *by Diana Young.*
   $1.00 12p. 0-8389-3263-0 1981
7. Automation and the Small Library, *by Kenneth John Bierman.*
   $1.00 9p. 0-8389-5604-1 1982
8. Fund Raising for the Small Library, *by Pamela Bonnell.*
   $1.00 9p. 0-8389-6593-8 1983
9. Library Services for Adults, *by Gene Martin.*
   $1.25 8p. 0-8389-5660-2 1984
10. Library Cooperation, *by Jewell Smith and Sara Parker.*
    $1.25 8p. 0-8389-5650-5 1984
11. Planning the Small Public Library Building, *by Anders C. Dahlgren.*
    $5.00 24p. 0-8389-5652-1 1985
12. Reference Service in the Small Library, *by Geraldine B. King.*
    $1.95 12p. 0-8389-3323-8 1985
13. Technical Services in the Small Library, *by Harvey E. Hahn.*
    Inquire for price. Spring 1987

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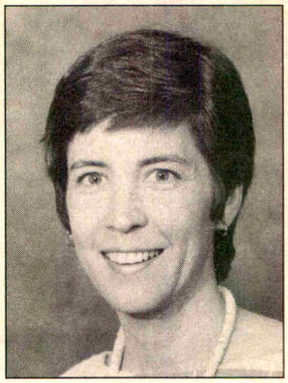

Dee Yost

Columbia University vice president and university librarian **Patricia Battin** has been appointed to the Gannett Center for Media Studies' National Advisory Committee. ☐ At the Kentucky Department for Libraries and Archives **Richard N. Belding** is now state archivist and director of the Public Records Division. ☐ At the University of Idaho Library, Moscow, **Mary K. Bolin** now heads the Cataloging Department. ☐ **Violanda O. Burns** now heads the Management Library at the University of Rochester, N.Y. ☐ The new president-elect of the Pacific Northwest Library Association is **B. J. Busch,** area coordinator for humanities and social sciences at the University of Alberta Library, Edmonton. ☐ **Melissa Cain** recently became head of the Humanities Reference Department at the University of North Carolina at Chapel Hill Library. ☐ The New York Library Association's new president-elect is **Julie Cummins,** children's services consultant for Monroe County Library System, Rochester, and an ALA Councilor-At-Large. ☐ At Saint Paul (Minn.) Public Library **Judith Devine** is now Central Library public services manager. ☐ **Karen Duree** has become director of Ozarks Regional Library, Fayetteville, Ark. ☐ ALA Councilor-At-Large **Ann Heidbreder Eastman,** publishing staff officer at Virginia Polytechnic Institute & State University, Blacksburg, has also been named public relations officer for the university libraries. ☐ **Jim Essick** now serves as library director of the Silver City (N.Mex.) Public Library. ☐ At Saint Paul (Minn.) Public Library **Francis Galt** has become public services manager for branch libraries. ☐ At UC/Berkeley Library **Cathy Gordon** now heads the Serials Department. ☐ Oct. 1 **Marcella Grendler** became associate university librarian for special collections at the University of North Carolina at Chapel Hill. ☐ **Christina M. Hanson** has been named director of State Library Services Division of the Kentucky Department for Libraries and Archives. ☐ Dec. 1 **Monteria Hightower** became Missouri state librarian. ☐ Nov. 1 **Anna Rose Kearney** became assistant to the university librarian at the University of Louisville, Ky. ☐ **Alfred Kleine-Kreutzmann** has been appointed head of the Department of Rare Books and Special Collections at the Public Library of Cincinnati and Hamilton County, Ohio. ☐ At Wyoming State Library **Jerry Krois** is now library development officer. ☐ **Page Wieche Lane** recently became reference librarian in the Information Services Department of Harvard University's Countway Library of Medicine. ☐ At Northeastern University Libraries, Boston, Mass., **Lynda Leahy** is now associate dean, user services and collection development. ☐ **Millicent Lenz** has joined the SUNY/Albany library school faculty as assistant professor. ☐ **Christina Liggitt-Eicholtz** has been appointed branch coordinator at Dauphin County Library system, Harrisburg, Pa. ☐ At Boston (Mass.) Public Library **Lesley C. Loke** is now assistant director for community library services. ☐ At the University of Houston–University Park Libraries, **Sandra Maxfield** is now coordinator of computerized information retrieval services. ☐ The new head of circulation at the Healey Library of the University of Massachusetts, Boston, is **Joseph R. Mazuranic.** ☐ Norfolk (Va.) Public Library System's first community services and programming coordinator is **Mary Mayer-Hennelly.** ☐ **Jane A. McGregor** has joined the South Carolina State Library staff as field service librarian for children's services ☐ **Shirley Mills-Fischer,** former executive director of ALA's Public Library Association, is now director of the Ohio Valley Area Libraries, Wellston. ☐ **Emily Mobley** is now associate director of libraries and associate professor of library science at Purdue University. ☐ **John Montag** has become Iowa state librarian. ☐ Nov. 4 **Debra J. Moore** became development officer for the Metropolitan Library System, Oklahoma City, Okla. ☐ **Evelyn Neumann** is now chief of technical and extension service at Flint (Mich.) Public Library. ☐ The new director of instructional resources at Queensborough Community College, Bayside, N.Y., is **Sandra Novik.** ☐ **Billie Jean Ouellette** now serves as handicapped services librarian at South Carolina State Library. ☐ **A. Chapman Parsons,** who will retire April 30, 1987, as executive director of the Ohio Library Association and Ohio Library Trustees Association, has been voted into OLA's Hall of Fame. ☐ SUNY/Albany library school alumni recently gave their Distinguished Alumnus of the Year Award to **Peter J. Paulson,** executive director of Forest Press. ☐ The new director of Columbia (S.C.) College's Edens Library is **John Pritchett.** ☐ **Timothy Pyatt** has joined the University of Oregon Library staff as rare books/special collections librarian. ☐ **Donna L. Riegel** has become Dorchester County (S.C.) librarian. ☐ **Kevin Roe** now heads technical services for Fort Wayne (Ind.) Community Schools. ☐ Aug. 18 **Gerda Ruppert** began service as El Dorado (Calif.) County librarian. ☐ **Virginia Salo** has assumed directorship of the Palo Verde Valley District Library, Blythe, Calif. ☐ **Cindy Schatz** has joined the Information Services Department staff of Harvard University's Countway Library of Medicine as online search specialist. ☐ Dec. 1 **Ada M. Seltzer** became director of the University of Mississippi Medical Center's Rowland Medical Library, Jackson. ☐ **Jeannette Smithee** has become assistant director of the Central New York Library Resources Council, Syracuse, N.Y. ☐ **Kathryn Smrekar,** librarian at Olson Elementary School, Minneapolis, Minn., was this year's winner of the Frances Henne Award. The $1,250 prize funded her attendance at the recent conference of ALA's American Association of School Librarians. ☐ **Deborah Sommer** has been named head of the Periodical Division in UC/Berkeley Library's Serials Department. ☐ **Victoria Steele** is now director of development for both the libraries and the library school at UCLA. ☐ **Lisa Stevens** has become head of the University of California/Riverside Library's Acquisitions Department. ☐ **George V. Summers,** former medical librarian at the Chinese University of Hong Kong, is now library director at East Stroudsburg (Pa.) University. ☐ The new librarian for Virginia Beach (Va.) Public Library's Great Neck Area Library is **Lillian Ashley Swain.** ☐ Oct. 1 **Paula Tanner** became Washakie County (Wyo.) library director. ☐ **R. Christopher Templeton** now serves as media supervisor and reading consultant for the Rochester (N.H.) School Department. ☐ At Augustana College library, Sioux Falls, S.D., **Liz Thoelke** has become public services librarian. ☐ The new president-elect of the Arkansas Library Association is **Alfred Thomas.** ☐ Dec. 31 **Sarah K. Vann** will retire from the University of Hawaii at Manoa library school faculty. ☐ **Alexandra M. Walsh** now serves as director of publishing services for the Special Libraries Association. ☐ The new president-elect of the California Library Association is **Halbert Watson.** ☐ **Martha E. Williams** is the 1987 president-elect of the American Society for Information Science. ☐ North Carolina's state librarian is now **M. Jane Williams.** ☐ **Lofton Wilson** has been named project librarian for preservation at Harvard University Library. ☐ **Kate Wiltshire** recently became personnel director for both Columbia University's libraries and its Center for Computing Activities. ☐ Nov. 30 **Dorman H. Winfrey** retired as Texas state librarian. ☐ **Dee Yost** has been elected president-elect of the Nebraska Library Association. ☐

american libraries

indexed by Carol R. Kelm

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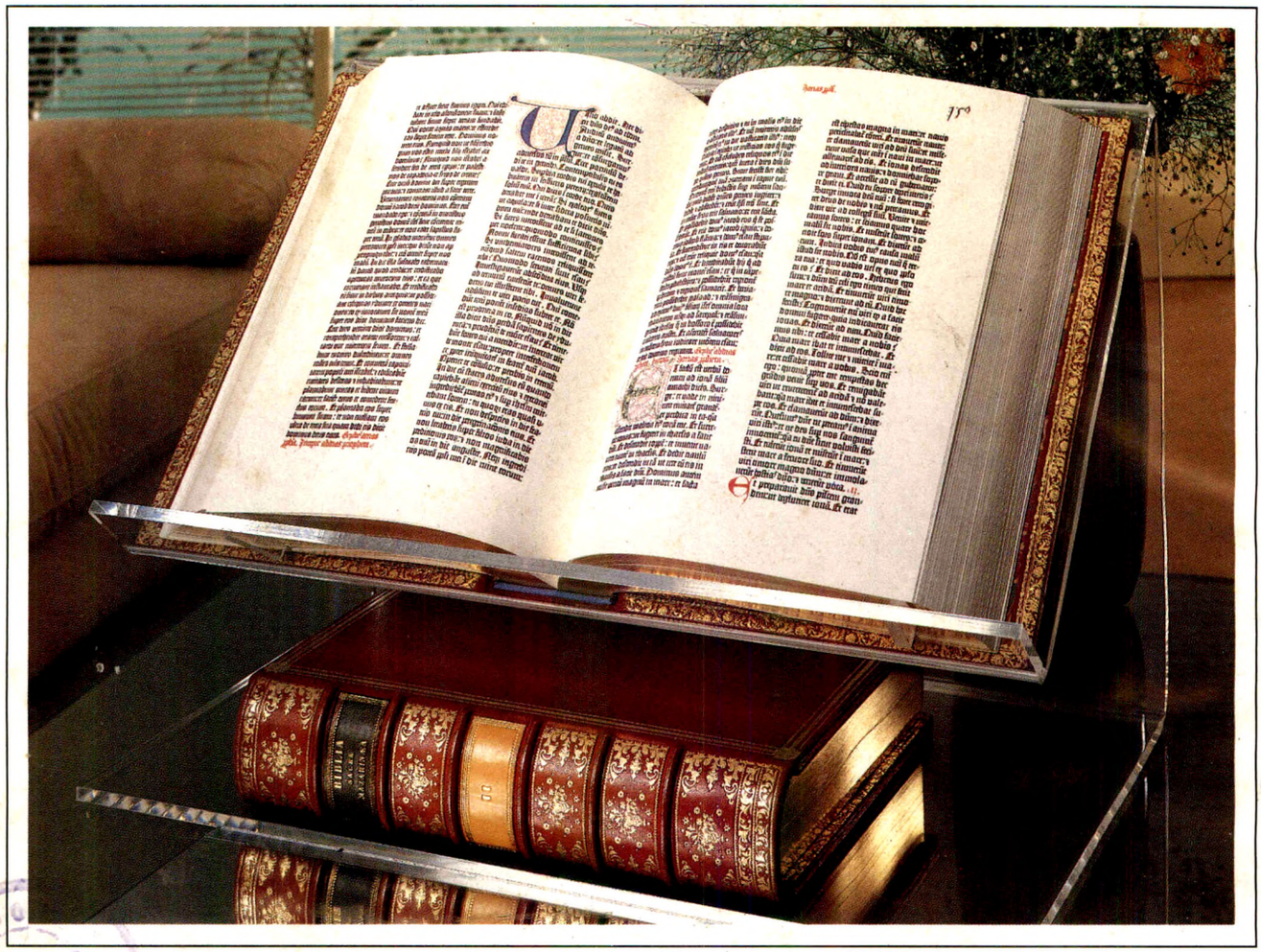

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